



SCOTTISH FIRE AND RESCUE SERVICE

Working together for a safer Scotland



Scottish Fire and Rescue Service
Working in Partnership
2022-23

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1. FOREWORD



MARK MCATEER

Director of Strategic Planning, Performance and Communications

Welcome to the second edition of ‘SFRS Working in Partnership’, a document which provides a comprehensive and valuable overview of the many ways we work with our partners to keep our communities safe and well.

Following the Christie principles, we see partnership working as a critical element in how the Scottish Fire and Rescue Service (SFRS) operates. Our approach to partnership working is an ever-evolving part of how we work to improve the safety and wellbeing of the people of Scotland. The combination of our skills, insight, resources and commitment with that of our partners is critical to helping us to achieve this purpose. As a result, we are engaged in many forms of partnership working where the level of formality varies depending on the issue we are dealing with, but we always seek to achieve a common goal with our partners and agree actions for how that goal can be achieved to improve outcomes for people. Some partnerships have agreed formal governance arrangements to support them in their work, while others are less formal and operate through forms of collaborative working to achieve their goal.

Our recognition of how important partnership working is to delivering better outcomes for the people of Scotland can be seen in the SFRS Strategic Plan 2022-25. The Plan, which details the activities we aim to undertake over the three-year period, contains a dedicated Strategic Outcome which focuses on the work we carry out with our partners. By continuing to deliver and develop our life-saving partnership work and delivering against Strategic Outcome seven of the Strategic Plan, we will continue to work closely with partners to improve the wellbeing of Scottish communities and the safety of our firefighters.

Working with others is intrinsic to what we do and although Outcome seven of the Strategic Plan is dedicated to partnerships, this joint approach can be seen in practically every area of work. To demonstrate, the examples of successful partnership working we have chosen to include in this document have all been aligned to one of our seven Strategic Outcomes.

We hope that this document demonstrates the wide range of partnership working initiatives that have taken place across Scotland and, with it, the opportunity to develop good practice to work together towards positive outcomes for the mutual benefit of the organisations and communities involved.

We continually work in partnership for the good of our communities and through various initiatives, our staff have forged strong relationships with numerous important partners. From how we work together at incidents, multi-agency training exercises, water safety, and youth engagement, to our community safety work and how we use our estates; we work with our blue light colleagues and other public, private and third sector partners, to help us deliver more for Scotland. This allows us to maintain a Service which is effective, efficient and delivers best value for the people of Scotland - an aspect of service delivery which is becoming increasingly more prevalent as funding for many public sector organisations becomes more challenging.

Our staff are key to successful collaborative working. Every day they show commitment, professionalism, and dedication to the communities they serve and they should be commended for this work ethic. Their expertise and experience are essential to delivering successful initiatives. Our thanks must also go to the many partners that we have worked with over the year who have shown that same level of commitment and dedication.

It would be impossible to list the many initiatives that we collaboratively delivered in 2022, however, we hope that this document conveys the diverse range of work we have been involved in to make a positive difference to people’s lives.

We will continue to look for opportunities to work with our partners, and develop new partnerships and collaborations, to try and provide the best possible service and improve the safety and well-being of communities throughout Scotland.

2. OUTCOME 1: COMMUNITY SAFETY AND WELLBEING IMPROVES AS WE DEPLOY TARGETED INITIATIVES TO PREVENT EMERGENCIES AND HARM.

We continued to improve public safety through prevention and protection initiatives by jointly running a range of local and national safety awareness initiatives with partners and appropriately sharing data. We provided essential fire safety advice and equipment to those most in need of our support and worked with our partners to reach as many vulnerable people as we could. These targeted initiatives helped us to maintain an efficient service whilst providing value for money and ensured our services are accessible to, and effective for all members of our community. We also worked to support business owners to protect Scotland's non-domestic buildings and premises.

OUR INITIATIVES

National Water Safety Prevention

Following a rise in water fatalities during 2021/22, we worked to continue to support Water Safety Scotland's (WSS) Drowning Prevention Strategy and the accompanying Ministerial Action Plan.



During the reporting period, a dedicated SFRS Water Safety Group was established to progress a number of initiatives over the year, including the creation of a Partnership Approach to Water Safety document (PAWs). This overarching document, to be updated yearly, looks at prevention and post-incident considerations and provides the tools for each Local Senior Officer area to establish their own local water safety partnerships to agree how to best target joint resources to reduce water fatalities.

We worked in partnership with the WSS Data Subgroup to produce a process that can be used following serious water incidents and plans are in place to carry out a pilot of this process to review and refine it. The reporting format for this is captured in the PAWs document, along with the forms used for collation of information and actions.

An online resource to share best practice was also created to allow for the learning from initiatives to be shared and used if appropriate, making best use of intelligence from Partners. This site captures policy and procedure, evaluations, analysis and training.

Our successful Partnership Approach to Water Safety (PAWS) was recognised later in the year when we won the prestigious National Fire Chiefs Council 'Partnership Working Award'.

Water Safety in Stirling

We held a multi-faceted, person-centred water safety event for Sixth Year (S6) students at Stirling High School. The event provided students with knowledge and understanding to help keep themselves and those around them safe when in, on, or near water.

The initiative delivered vital lifesaving skills and included practical demonstrations by our Swift Water Rescue Teams. The Trossachs Search and Rescue Team delivered cardiopulmonary resuscitation training and input was provided from the Community Action Team on the use of automated external defibrillators and water safety.

Following positive feedback from students and staff, Stirling High School has requested another event be held in 2023. We are also exploring the potential of using this initiative as a blueprint to deliver to other schools across the country.

Water Safety Film

Crews from Galashiels Community Fire Station participated in a film to help promote water safety advice to young people, which included messaging about 'float to live' and what to do if you see someone in danger.

This water safety project was filmed by charity TDI, a youth organisation based in Galashiels who work with young people aged 11 to 25.

The film was produced for BBC Scotland by The L.A.B which is an outreach project designed to develop digital media literacy within Scotland, working with a diverse range of groups to create their own content.

Targeting risk at Backwater and Lintrathen Reservoirs, Kirriemuir

We worked with Police Scotland Mountain Rescue, Tayside Mountain Rescue, Scottish Water, and members of the Kirriemuir Landward West Community Council, to deliver targeted safety advice at two identified risk areas at Backwater and Lintrathen Reservoirs.

At the event, members of Perth, Kinross, Angus and Dundee Community Action Team used mountain bikes to cover as much ground as possible to share water safety advice with families and dog walkers in the area.

The initiative supplemented the national SFRS Summer Thematic Action Plan, our Water Safety messaging and supported the UK National Drowning Prevention Strategy 2016-26 which aims to reduce the number of accidental drownings by 50% by 2026 and reduce danger amongst the highest risk groups and communities.

It was shared with our Water Safety Group as an example of good practice and with all North Service Delivery Area Community Action Teams.

This event was well received by the local community and provided reassurance that we continue to work towards enhancing the safety of everyone within the local area.

Flood Disaster Day

First Year (S1) pupils from secondary schools in Aberdeen took part in a 'Flood Disaster Day' planned by Aberdeen City's Community Action Team. The event, which was delivered in partnership with Police Scotland, aimed to help the pupils develop teambuilding skills and raise awareness of the impact of anti-social behaviour. It was also hoped that the event could contribute to overcoming some of the negative effects of the COVID-19 lockdown.



Aberdeen Community Action Team led on cardiopulmonary resuscitation training, and our crews at Central Community Fire Station talked about open water safety. Partners from the Scottish Ambulance Service, Police Scotland, Street Sport and Adventure Extreme, all shared their knowledge on different subject matters across multiple stations throughout the day.

The event was well received and we plan to hold further workshops across schools in Aberdeen in 2023, extending an invite to Third Sector partners to participate.



Water Safety Demonstration on River Leven Teaches Lifesaving Techniques

Following several tragedies across West Dunbartonshire's waterways, we worked alongside the Royal National Lifeboat Institution, West Dunbartonshire Council and Police Scotland to deliver the Waterside Responder Scheme.

Every second counts in a water emergency and we have sadly seen how dangerous the water can be in recent years. This Waterside Responder Scheme aims to educate and train members of the public to make a potentially lifesaving intervention in those early stages of an emergency while emergency services are on the way.

The event was held at the River Leven where a water safety and rescue demonstration took place to train members of the public on how they can save lives. The model used has been so successful it is being rolled out across the country.

The initiative is part of the 'Partnership Approach to Water Safety' group - PAWS - set up last year and has also seen several measures, including new life rings and improved signage.

Water Safety Waterside Responder Scheme

We worked in partnership with Royal National Lifeboat Institution (RNLI), Police Scotland, Scottish Ambulance Service, Humane Society and local business owners along the Clyde side to provide lifesaving information and skills on water safety and water awareness.

Members of the initiative undertook training on the water safety equipment available to the public which was then shared with employees of waterside businesses to enhance resilience and community safety. Throwlines were also given to the businesses as part of the scheme, funded by Scottish Government through the Royal National Lifeboat Institution.

We will continue to provide collaborative training to all premises along the Clyde side. This scheme allows us to engage with hard-to-reach communities within Glasgow, helping us to forge stronger community relations.



Water Safety for Workers Day

East and West Dunbartonshire, Argyll and Bute Prevention and Protection have worked in collaboration with Loch Lomond & The Trossachs National Park Rangers to set up a series of one-day Engagement days working alongside Scottish Ambulance Service, Police Scotland and Royal National Lifeboat Institution.

The events promoted key safety messages surrounding water safety and provided waterside responder training to businesses and establishments around the whole circumference of Loch Lomond.

We have worked in partnership with Loch Lomond & The Trossachs National Park and engaged with holiday parks, campsites, motorhome and campervan rental companies to promote water, boat, tent caravan, wildfire safety and provided guidance on cold water shock.

The Water Safety for Workers Day has been so successful that we intend to hold an annual engagement event which targets key subjects and adds incredible value towards our key objectives both locally and nationally.



Online Water Safety Event

We worked alongside Glasgow City Parents Group to host an online event showing people how to enjoy the water safely during the summer and reduce the risk of drowning in open water. The webinar focussed on the issue of the cold water-shock and explained that even in summer, the water can still be extremely cold, and people can get into difficulty due to cold water shock.

The initiative provided the ideal channel to speak directly to parents about water safety, the dangers around water, and provided life-saving advice. We want families to enjoy the water, but more importantly we want families to enjoy it safely.

The event was developed in response to a request from the Glasgow City Parents Group, who are keen to equip parents with the knowledge to help keep children and young people safe and whilst the group is based in Glasgow, the event was open to all Scottish parents and carers.

The initiative coincided with the launch of a range of educational resources which were developed as a direct result of our collaborative partnership work with Water Safety Scotland. It is hoped that this information will reach as many young people as possible and supplement the valuable learning that was shared at the event.

Reducing Fires in Communal Spaces

Dundee Community Action Team worked alongside Dundee City Council Tenancy & Estates and Local Housing Associations to develop a proactive initiative to help prevent communal space fire risks.

This initiative saw the development of a common stairwell checklist that allowed operational crews and day duty Community Safety Executive staff to report property defects identified during Community Safety activity or operational incidents to partner agencies. This allowed any identified

defects to be quickly resolved and ensured combustible waste was removed, reducing the likelihood of fire occurring within the common stairwell.

Following evaluation, this initiative will be rolled out across Dundee, Angus, Perth and Kinross.

Reducing the risk of offending in Shetland

A partnership initiative, developed with Shetland Community Justice Partnership, to help young people in Shetland at risk of offending has been commended by partners for its preventative approach. The initiative is the first of its kind and demonstrates our commitment to statutory obligations under Community Justice.

Bridgehead is a five-day programme that offers theoretical and practical sessions around the role of a firefighter. The initiative presented participants with different types of challenges that were created to assist the delegates by developing their problem solving and decision-making skills. It is hoped that these skills will help with future decision-making, especially when faced with difficult situations.

Previous delegates who have completed the course provided unanimously positive feedback and it is hoped that this course may become available throughout Scotland.

Inverclyde Partnership Hub

East Renfrewshire, Renfrewshire and Inverclyde Community Action Team are one of the partners of the 'Inverclyde Partnership Hub', working together with Police Scotland, Inverclyde Council, NHS Greater Glasgow & Clyde Health Board, Inverclyde Health and Social Care Partnership and British Transport Police.

Three weekly meetings are held at the Hub where partners share information and intelligence on recent operational activity. This allows any issues to be sent to the relevant Hub partner for action. Individuals can also be identified and referred for appropriate action such as a Home Fire Safety Visit and/or Adult Support and Protection referral. This information sharing is conducted under a mutually agreed Data Sharing Agreement.

Some of the benefits of this partnership include improved networking with local partners and outcomes for the community of Inverclyde. The partnership allows any issues to be addressed at the earliest convenience, many examples of workstreams coming through the Hub have had a significant impact on the wellbeing and safety of people in

the community, as well as improvements to firefighter safety through direct intervention and assisting with operational intelligence and preparedness.

It is intended to expand the Hub membership to include Inverclyde's four largest Registered Social Landlords which will allow member organisations to share data and resources with a larger audience and therefore provide improved outcomes for more people.



Twenty-three years of Operation Safety

Operation Safety is an annual event that takes place with Primary Seven (P7) school pupils in Dumfries. This multi-agency event is jointly organised by SFRS and Police Scotland and included partners from Scottish Ambulance Service, Scottish Power Energy Network and Youth Work.

The event, which has been running for 23 years provides the perfect platform to share a wide range of safety messaging from each of the organisations involved and includes learning about bonfire, water, online, and electrical safety, emergency fire aid and positive role models.

In 2022, Operation Safety was attended by 1,200 pupils and was well received by both partners and pupils.

East Renfrewshire Falls Referral Project

The SFRS provide a Home Fire Safety Advice service offering advice and support for people to remain fire safe in their own homes. As well as focusing on fire safety, being in homes provides us an opportunity to notice other safety issues that could be raised with relevant partners to provide additional support.

We have set up an Information Sharing Protocol with East Renfrewshire Health and Social Care Partnership which allows us to refer individuals who are identified during Home Fire Safety Visits as having had more than one fall within a 12-month period and refer them directly to the local Falls Screening Clinic.

This type of collaborative working helps raise community awareness of fire prevention, falls prevention to reduce the risk of falls, social isolation, cold homes, and flu which over time will lead to a reduction in the pressures on public services in local areas.

Our future plans include setting up suitable Information Sharing Protocols and referral pathways for falls across all East Renfrewshire, Renfrewshire and Inverclyde. Working in partnership to identify opportunities for integrated joint working when responding to an individual who has fallen and requires immediate assistance. Following evaluation, this process will be delivered across East Renfrewshire, Renfrewshire and Inverclyde.

Taking Positive Steps in Ayrshire

The Positive Steps Programme is a partnership initiative between the SFRS, the Third Sector and North Ayrshire Council, with additional support provided from Scottish Government. Positive Steps is a project within The Ayrshire Community Trust which forms part of the North Ayrshire Third Sector Interface along with Arran Community and the Voluntary Service.

The partnership involves volunteers receiving training and support from our Community Action Teams which enables them to build on their confidence and improve their skills base.

Part of the scheme involves Fire Safety training to volunteers helping them to identify potential hazards within a domestic setting. This leads to volunteers accompanying a Community Action Team member to carry out low and medium Home Fire Safety Visits in the community. Cardiopulmonary resuscitation and defibrillator training is also provided, and once skill levels are attained the volunteers accompany members of the Community Action Team into the community to assist with delivering cardiopulmonary resuscitation and defibrillator training to the public and schools.

Positive Steps with SFRS is a great motivator and confidence builder helping the people involved to realise their true potential by knowing their true abilities, gain experience with an accredited qualification and creating ways for participants to move forward and progress towards their personal goals. Volunteers represent SFRS at various events such as fetes, gala days and partnership working events.

The Wallacetown Initiative

The Wallacetown initiative aims to concentrate on the negative causes impacting on people's lives and give local people more opportunities for a brighter future. The 'Team Around the Community' in Wallacetown includes SFRS Community Safety



Officer, Local Authority Housing Officer, Anti-Social Behaviour Officer, NHS Health, Police Scotland, Home Energy Scotland, South Ayrshire Council Information and Advice Hub, school staff and other local charity and voluntary organisations.

Many of these individuals work from a shared office in Wallacetown to improve how they work together and make them more accessible. Others attend meetings when required or the twice weekly food bank.

A number of groups have been set up to encourage people to come out of their homes during the day and meet others living in their community. Groups include a supporting coffee and chat; arts and crafts; gardening; up-cycling; and litter-picking. All of which provide more things for young people to do including fun days, girls' group, dance and sporting activities.



Other initiatives being carried out in the area include an SFRS and Police Scotland Partnership Initiative which involves knocking on every door in the Wallacetown area, advise they are the local community officers, discuss the groups that are on in the area and invite householders to attend. They also offer help and support when required. SFRS and Police Scotland also partner up for welfare visits when Home Fire Safety Visits or Police Scotland visits require to be carried out.

We work closely with South Ayrshire Wellbeing Officers, South Ayrshire Alcohol and Drug Partnership, Thriving Communities, Third Sector organisations to collectively support Police Scotland with their 'Week of Action' initiatives in relation to drug dealing within the area. The organisations

collectively offer support and guidance to vulnerable individuals and those addicted to alcohol and drugs.

Through funding provided by SFRS, a defibrillator and waterproof cabinet have been purchased and installed outside Newton Primary School. Training has been provided to the school teachers, senior school pupils and members of partner organisations. Local community members will also be invited to attend training sessions.

The aim for the future in Wallacetown is to continue to engage with residents to ensure our service provision meets their needs and support the community to have a greater say in how services are delivered.

Opening our Doors to Communities

In East, North and South Ayrshire Local Senior Officer area we continued to welcome communities and groups into our fire stations during 2022.

Working in partnership with Messy Munchers and the National Health Service, we offered facilities in all 27 stations within our community for the group to meet and carry out their sessions. SFRS participation in the sessions has positively impacted the effects of social isolation for new mothers. In the sessions we look at delivering home cook safe information, Home Fire Safety, cardiopulmonary resuscitation and infant choking techniques.

This collaborative approach provides each new mother, father, or carer a much greater degree of support and knowledge. We have also identified several local community fire stations as recognised safe spaces throughout East, North and South Ayrshire.

SFRS work in partnership with Social Services, National Health Service, Police Scotland and Violence Against Women to offer a suitable safe space in our Community Fire Stations. Providing members of our communities a safe space in their moment of crisis. It allows individuals to discuss their next steps forward with a specialist and provides access to a list of key partners who can assist in any situation. Any member of the community who needs to seek refuge in a time of crisis can attend one of the recognised safe spaces within our local stations with any key partners.

Through feedback and dialogue with our communities and partners we will continue to identify suitable stations for further safe spaces throughout Ayrshire.

Ayrshire Chamber of Commerce

In order to increase engagement with local businesses in East, North and South Ayrshire, a partnership was developed

with Ayrshire Chamber of Commerce with a membership of over 830 organisations.

We have utilised our membership to deliver key fire safety messages and develop support for many local businesses affected by a fire incident, by providing information and guidance. We have also used the platform to highlight our Act of Violence Pledge, promote our Unwanted Fire Alarm Signals consultation and encourage employees/employers to consider supporting our On Call firefighters. Additionally, we supported the Chamber of Commerce at their business safety week.

In November 2022 we ran a networking event at Kilmarnock Fire Station. Over 60 different organisations attended when our Fire Safety Engagement team gave a presentation on key non-domestic fire safety considerations and legislation. Our station personnel provided an operational equipment demonstration, support staff gave first aid and cardiopulmonary resuscitation input and our On Call firefighters assisted with an On Call recruitment campaign. Attendees were also given a tour of the station's facilities and community garden which we hope in future will be used by the local community. A first of its kind within SFRS within Ayrshire, the event was a great success and thoroughly enjoyed by all.

Events like these and our continued membership within the Chamber of Commerce are vital to ourselves in enhancing the protection of the commercial property portfolio in Ayrshire and also underpinning Scottish Government Place Standard approaches.

St Mirren Football Club Safety Advisory Group

On the Safety Advisory Group (SAG) we work with Renfrewshire Council, officials from the Building Authority, Police Scotland and Scottish Ambulance Service, which allows us to build good working relationships with local and national partners whilst gaining an understanding of working practices of partners.

The partnership's purpose is to assess the Health and Safety including fire safety within the grounds through an action plan, support the granting of the Safety Certificate from Renfrewshire Council. We also provide expert advice and assistance to the Council via this Group on fire safety and Fire Risk Assessments.

The ultimate objective of the SAG is to ensure safety in respect of fire is in place and being adhered to by the duty-holder at St Mirren Football Club; that in the event of a fire during match days persons can evacuate the stadium safely and efficiently without injury.

3. OUTCOME 2:

COMMUNITIES ARE SAFER AND MORE RESILIENT AS WE RESPOND EFFECTIVELY TO CHANGING RISKS.

We have continued to ensure our teams worked effectively and safely together with partner agencies to improve our service to the public. We continued to seek and implement joint incident command training, joint multi-agency training, development and learning for operational and non-operational staff to increase and expand skills and effective cross-agency working. We worked in smarter and more cost-effective ways, sharing intelligence across partner agencies and identified vulnerable people, ensuring a focus on prevention through proactive interventions including home fire safety checks and social care, supported by bespoke educational programmes.

OUR INITIATIVES

Doing more for Scotland

Our Home Fire Safety Visit Programme has been ongoing for many years and allows us to visit homes and provide home fire safety advice.

Our new Safe and Well Project looks to build on the current model to incorporate wider health and social care considerations, allowing us to do more for the people of Scotland. As well as providing fire safety advice, Safe and Well visits will allow us to refer high risk individuals to partner organisations for further support to reduce risks identified during our visit. Similarly, our partners will be able to refer individuals who meet the high-risk criteria to receive a home safety visit from us.

A six month pilot of Safe and Well concluded in August 2022. Seven members of our Community Action Teams, located in our three Service Delivery Areas, completed the training packages and conducted live Safe and Well Home Safety Visits to high-risk individuals within our communities. Our newly developed home fire safety management system was tested during these visits and, when fully implemented, will enable partnership referrals both to and from SFRS.

An implementation plan for Safe and Well visits is currently under development, along with further engagement with relevant health and social care partners to test the secure referral processes.

National Interagency Liaison Officer Courses

We worked in partnership with London Fire Brigade to deliver National Interagency Liaison Officer (NILO) courses at our National Training Centre, Cambuslang. The NILO role is embedded throughout the UK Emergency Services and is a vital communication link between other agencies. NILOs are qualified SFRS Flexi Duty Officers (FDO) who advise and support Incident Commanders and other government agencies on the SFRS's operational capacity and capability to reduce risk and safely resolve incidents at which our attendance is required throughout Scotland and cross border.

This partnership sees dedicated SFRS staff involved in delivering National NILO courses at training venues across the UK and an annual NILO course delivered in Scotland.

Close links have developed between the SFRS and the Scottish Ambulance Service through SFRS staff training Scottish Ambulance Service colleagues to become part of Special Operations Teams. Scottish Ambulance Service colleagues' final confirmation exercises are completed at SFRS Training Centres, which is a great opportunity for SFRS staff to train with partner agencies, who we may jointly respond to incidents with.

These effective partnerships lead to a greater joint understanding of how each organisation can respond effectively together in resolving complex incidents, which further enhances our response to the communities of Scotland.

Incident Command Training with Partners

The SFRS Training Function has a long-standing joint training collaboration with multiple partner agencies.

As part of our suite of Incident Command training courses we regularly train alongside Police Scotland; the Scottish Ambulance Service; ScotRail; Local Authority managers; and any other partners required to resolve large-scale and complex incidents.

These long-standing training collaborations allow us to develop an understanding of the needs and the resources of our partners that enable us to jointly resolve incidents and minimise the impact on our communities and organisations. It is this collective approach that exists across all levels of SFRS and our partners who help make this collaboration successful.



Realistic Training Exercises

Training with our partners is crucial and there are many benefits to be had by carrying out mock exercises at varying locations to ensure we can test our approaches and communication channels between each organisation. During 2022, we took part in a wide range of training activities alongside our partners:

DISCO 75

The annual Disaster Co-ordination (DISCO) 75 exercise took place in October 2022.

The event involved established multi-agency partnership working through a blend of Live Play and Table-top exercises by testing activation of the Forth Valley Local Resilience Plan Activation Protocol and how it relates to the activation of the

Grangemouth External Control of Major Accident Hazards plan by one of the establishments within the Grangemouth Complex, in this case INEOS.

Crews from Falkirk and Bo'ness Community Fire Stations attended this simulated major incident exercise along with Police Scotland, Scottish Ambulance Service and representatives from INEOS, Forth Ports and Falkirk Council. The exercise expanded learning for multi-agency working and individual partner development.

A multi-agency hot debrief took place on completion of the exercise, followed by a structured debrief. The exercise tested our Bronze, Silver and Gold Command structure and demonstrated the effectiveness of activating the Local Resilience Plan.

Throughout the year local crews and managers carried out training and familiarisation at individual sites including working with INEOS Fire Service, where many of their crews also serve their local community in an On Call capacity with SFRS.



Specialist Rescue Training on Orkney

We worked in partnership with Scottish Ambulance Service first responder by undertaking a complex training exercise on Rousay, one of Orkney's inner islands.

The scenario of the exercise was to assist a casualty who had fallen from a cliff edge and sustained a number of significant injuries to the head, spine, leg and pelvis. Crews worked extensively to assist partners in the creation of a weather barrier, and stabilising and transporting the casualty to safety.

The challenging exercise fully demonstrated and strengthened our core value of teamwork.

Working at Height in Dumfries

The Dumfries and Galloway training team observed and assisted British Transport Police on four occasions to deliver training scenarios to their staff, primarily utilising the Dumfries training site's Safe Working at Height (SWAH) Tower.

Many of the scenarios involved recovery of bodies following suicide or attempted suicide or related to protestor removal from structures or within the railway environment and assisting with mutual aid requests. Planning is on-going for future on-site joint training exercises.

The local Marine Coastal Authority team based at Annan Fire Station also trained at the SWAH Tower. Local SFRS training staff monitored and facilitated the training session which involved various rescue from height scenarios using their SWAH equipment and stretchers.

Search and Rescue in Ayrshire

A partnership arrangement with North Ayrshire Council, through the Anti-Social Behaviour and Community Safety Department enabled East, North and South Ayrshire crews to practice Breathing Apparatus (BA) search and rescue procedures in a real environment.

The purpose of the initiative was to enhance the skills of operational personnel in an off-station environment using real properties through practical exercises. This partnership was expanded to involve teams across SFRS, Police Scotland and Local Resilience partners when we tested the SFRS evacuation procedure.

The benefits of this partnership for SFRS was the development of increased knowledge, skills, understanding and confidence in core skills whilst using the new evacuation procedure. This was further enhanced by the joint understanding gained across a range of partners regarding the complexities involved in managing an evacuation of a premise under fire conditions.

Rope training at Sewer Prevention Site

In April 2022, we took part in the first of a series of events that have been organised in partnership with Scottish Water and Amey-Binnies.

Crews from East Kilbride and Lanark Community Fire Stations took part in the rope rescue training event at a new Scottish Water facility in Lanark, a facility which will help prevent sewer flooding in the town when it is not being used for testing the skills of our crews. The objective of "Exercise

Wellgate" was to rescue a casualty who had fallen over 15 metres within a sewage shaft under construction.

This exercise brought together our crews and Operations Control colleagues to enhance our existing skills, knowledge and experience of complex line rescue incidents and footage taken at the event will further be developed to create a learning package to benefit colleagues across the Service.

High Rise Building training in Lanarkshire

A series of training exercises were carried out in Coursington Tower, North Lanarkshire.

The exercises' key objectives provided learning and development opportunities in resolving large-scale incidents, tested communications and our Incident Command and Breathing Apparatus procedures.

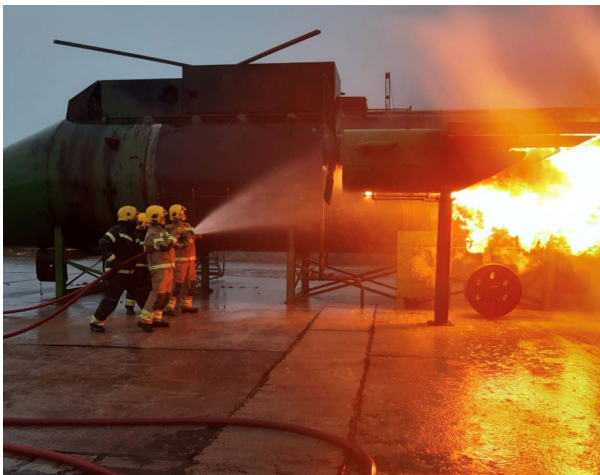
Engagement with the local community took place several weeks prior to the exercises to provide re-assurance, explain the purpose of the exercise, and provide safety information, including the offer of a free Home Fire Safety Visit. On the days of the exercises, further engagement took place with support from the local fire station to deliver the home fire safety messages.



Powering up training at Cruachan

A training event was held by East and West Dunbartonshire, Argyll and Bute Area Management Team at Cruachan Power Station, followed by a presentation on the power station, dam and a tour of the facility. This was followed by a working at height training exercise led by our training team and involved local On Call crew from Dalmally.

Such onsite training helps in identifying potential risks within our communities and build relationships with relevant stakeholders, ensuring we are informed and ready to provide an operational response.



Working with Airport Fire Services

Through our established working partnership with Glasgow Airport Management Teams and Police Scotland, we attended the annual Glasgow Airport Evacuation during 2022.

This beneficial partnership allows us to develop extensive knowledge; evaluate the evacuation strategy and procedures employed by Glasgow Airport on an annual basis; and develop effective working relationships with all duty holders within the airport. All of which is vital for operational information sharing which could prove imperative to the safety of our operational crews if they require to attend an incident.

It also ensures that if any deficiencies are identified, thematic audits can be completed to ensure that all duty-holders are complying with their statutory obligations within the Fire Scotland Act 2005, which is fundamental in ensuring the safety of all relevant persons at the airport.

Similar exercises also take place in all Scottish Airports.

Exercise Pecten

A controlled multi-agency fire simulation exercise at Kirkcudbright Harbour took place in September 2022 with invaluable support from our partners in Dumfries and Galloway Council and Kirkcudbright Harbour.

The event involved significant emergency service presence comprising of fire crews from Kirkcudbright, New Galloway, Dumfries and Newton Stewart with four fire appliances and a water rescue unit. It also included Police Scotland, Maritime Coastguard Agency, Royal National Lifeboat Institution, Scottish Ambulance Service and Mountain Rescue colleagues. Volunteers also participated in the exercise in role-play simulation.

The purpose of the operation was to test the training and planning of firefighters and emergency service partners to respond safely and effectively should a fire take hold within a boat and to ensure communities are protected. It took place in a unique and dynamic environment and followed several months of planning.

Training exercises such as this are important and hugely worthwhile for our firefighters to continually enhance their skills as they work alongside our various partners to protect our communities. It proved to be an excellent learning opportunity and example of effective partnership working.



4. OUTCOME 3:

WE VALUE AND DEMONSTRATE INNOVATION ACROSS ALL AREAS OF OUR WORK.

We have continued to seek new and innovative ways through partnerships to identify opportunities to engage with all communities. We continued to respond effectively to the changing safety needs of Scotland's communities and to the dynamic environment we operate in. We are evolving and improving what we do, to deliver the best possible fire and rescue service through an innovative approach to improve services and performance.

OUR INITIATIVES

Life Saving Naloxone Project

As part of a £90,000 project funded by the Scottish Government, we obtained firefighter volunteers nationwide and created a network of staff to safely administer naloxone to help prevent avoidable drug deaths from overdoses.

This initiative included training with the Scottish Ambulance Service and Police Scotland and recognised the role the medication plays in saving lives. As well as being shown how to safely administer the drug, the initiative allows individuals who administer the kits to connect people who use drugs and their families with appropriate local services.

A naloxone information pack is also available to all our staff.

Smart Helmet Development Research

Developmental field trials of new Smart Firefighting Helmet technology were conducted with SFRS staff and researchers from the National Robotarium at Newbridge Training Centre.

Researchers from the National Robotarium, hosted by Heriot-Watt University and the University of Edinburgh, have developed an Artificial Intelligence (AI)-empowered Smart Firefighting Helmet which uses cutting-edge AI to provide wearers with real-time information that can help detect casualties, recognise Breathing Apparatus (BA) wearers, navigate hazardous environments, and provide an accurate understanding of their own location.

Footage is captured via combined feeds from thermal cameras, radar and inertial sensors mounted on a standard-issue firefighting helmet.

This ground-breaking technology could support firefighters and incident commanders to make crucial time critical decisions that could enhance search and rescue

efficiency, and ensure safer collaboration between other BA wearers to improve firefighter safety and outcomes for potential casualties.

We continue to provide ongoing assistance to the researchers to evaluate and collate data on the technology.

Resident Presence System trialled in Edinburgh

Following a period of resident engagement, we participated in an innovative evacuation project in partnership with City of Edinburgh Council.

The initiative involved a high-rise block of flats in Edinburgh which trialled a new electronic resident 'presence' system. This real-time system provided SFRS with accurate information on the location of residents who may struggle to evacuate, if required to do so in a fire situation.

The technology involved requires vulnerable residents to carry or wear a personal badge/device with a unique ID which relies on locator beacons, either side of the main door, that log residents entering and leaving the building. A secure control panel, accessible to SFRS, provides the required information.

It is proposed to continue trialling this evacuation project in 2023.

Happy to Chat, Happy to Listen Bench Trail

We came together with local business and community groups to help create three trails where people could sit, chat or listen. The benches are situated around Blairgowrie, Rattray and the Glens and have been placed to help people understand mental health is as important as physical health.

Firefighters from Blairgowrie Community Fire Station used their depth of skills, knowledge, commitment, time and generosity to build a bench for the trail. No bench on the trail



is the same and by incorporating an out-of-service fire hose our bench is unique to the SFRS.

Ayrshire Community Garden Project

Alongside partners, we established a community garden project in Ayrshire thanks to a £10,000 National Lottery Community Fund. This was used to transform a disused area at Kilmarnock Community Fire Station to include a welcoming shed to encourage talking; a sensory garden; poly tunnels for food growing; and areas which can be used for play and educational purposes by children’s nurseries.

By working in partnership with NHS health professionals, voluntary organisations and engaging with young people, we endeavour to combat loneliness and promote mental health awareness by bringing people together in a safe space, whilst also providing education on climate literacy and fresh produce and also contribute to local food larders and promote sustainability projects.

Through our participation in local partnership environments we are able to use our land and assets in ways that truly brings the term Community Fire Station to life, whilst also supporting wider socio-economic and environmental needs.

The National House Project

We have teamed up with the National House Project and East Dunbartonshire Council to help young people leaving care become more independent in their own home and integrate into the community in which they live.

The Project aims to provide a wide range of life skills including: how to budget; where to get support; and safety in the home.



Being involved in the Project allows our Community Safety Advocates to meet the young people prior to a Home Fire Safety Visit taking place, allowing us to build a connection of safety and trust.

Although our involvement is still in its infancy, there is also scope for us to offer further training and development opportunities, such as our Fireskills Programme as part of the Project. Work is currently ongoing to drive this forward within East Dunbartonshire and will contribute to our commitments as Corporate Parents.

TikTok and Teens

We worked together with Youth Work on a project to produce TikTok videos to get safety messages across to young people. A variety of short videos were filmed for TikTok around the theme of bonfire night.

The videos were filmed at Dumfries Community Fire Station with the assistance of Dumfries On Call firefighters and were filmed at night to get the full impact of the blue lights to ensure young people watched them. The videos were uploaded to Youth Work’s TikTok account daily the week prior to bonfire night and shared across other social media platforms, reaching thousands of people. A live Questions and Answers Event took place on TikTok, which 576 young people participated in.

As a result of the project there was a significant reduction in call outs to bonfires and to the level of anti-social behaviour faced by us and Police Scotland. We now have a greater understanding of how TikTok can be utilised to share safety information and interact with the younger audience. Plans are in place for this hugely successful project to continue.

5. OUTCOME 4:

WE RESPOND TO THE IMPACTS OF CLIMATE CHANGE IN SCOTLAND AND REDUCE OUR CARBON EMISSIONS.

We continued to work together with partners to respond more effectively to the global climate and ecological emergency by developing the resources needed to tackle the impacts of climate change and ensuring that these are strategically located across the country. Our firefighters remain fully trained and equipped to support communities in meeting extreme weather events. We continued to work to reduce carbon emissions and aim to become a carbon neutral organisation by 2045.

OUR INITIATIVES

Gearing up for first Electric-Powered Fire Appliance

In support of our commitment to reduce our carbon emissions from our fleet, we have commissioned our first electric powered fire appliance.

To roll the prototype into production, we welcomed around £500,000 of funding from Transport Scotland. The features of the E1 EVO™ (Electric Vehicle, Zero Emissions) are world-class. The design and manufacturing of the appliance will fully comply with British Standards for firefighting and rescue service vehicles. It will have the same capability and equipment as a diesel model and it will be able to assist at emergencies. However, it is estimated that an electric appliance will reduce emissions by 66% compared with a diesel appliance.

This innovative project is the first step in a long journey to discover how we can potentially move away from fossil fuel powered appliances. We have set our environmental goals and we are committed to reducing carbon emissions from our fleet. There are already more than 100 electric cars within our light fleet, however this is our first venture into low carbon heavy duty vehicles.

Working with Transport Scotland, Emergency One and Scottish Enterprise, it is hoped that this project will lead to more public-sector fleet owners developing similar approaches to decarbonise heavy duty vehicles.

Badendoch & Strathspey Wildfire Prevention

SFRS partnership working with Forestry and Land Scotland at Glenmore Forest Park took place to reduce campfires/wildfires. Engagement sessions were frequently held during the Easter and summer holiday seasons at a number of locations within the Cairngorm National Park.

During April to August, Aviemore Community Fire Station undertook partnership working with Rothiemurchus Estate, to deliver wildfire leaflets to remote estate dwellings, and engaged with the public, supporting the work of the Forestry and Land Scotland rangers. They also worked with Badaguish Outdoor Centre to deliver wildfire leaflets and engaged with staff on prevention strategies.

Grantown Community Fire Station worked with the Royal Society for the Protection of Birds at Abernethy National Nature Reserve, Forest Lodge. Crews visited the area and delivered wildfire leaflets and engaged with staff on prevention strategies.

These initiatives are important factors in helping to reduce the potential impact on wildfires and initial data indicates that call outs to manage open fires, primarily campfires, were significantly lower than the previous year.

Walks and Talks Initiative

In partnership with Aberdeen Countryside Rangers, Scottish Ambulance Service and Police Scotland we took part in the 'Walks and Talks' Initiative. It was designed to educate Primary Six and Seven (P6 and P7) pupils in the Howes Road and Gramps areas of Aberdeen on the dangers, effects and consequences of deliberately setting wildfires.

These events included school visits discussing anti-social behaviour and deliberate fire setting, followed by a walk-through in parkland and areas of natural beauty supported by SFRS crews and a Wildlife Ranger. The children were then asked to discuss wildlife and damage caused by fire.

As a result of this project there has been a significant reduction of deliberate fires in the area, and we hope to hold a second event in 2023.



6. OUTCOME 5:

WE ARE A THRIVING ORGANISATION, USE OUR RESOURCES RESPONSIBLY AND PROVIDE VALUE FOR MONEY TO THE PUBLIC.

We continued to look for opportunities to share estates and assets with other emergency services or partners to improve service to the public, share best practice and realise value and efficiency. Shared estates and assets facilitate closer dialogue, promote both collaborative and better working relationships between partner organisations and deliver better services, efficiencies, community resilience and engagement.

OUR INITIATIVES

National Co-Location Programme

Our National Co-Location Programme has continued over the year. This on-going programme involves sharing workspaces, training, knowledge and expertise across Scotland with our various partners.



A key aspect of this programme is to collaborate with our blue light partners in promoting and supporting the sharing of space, in particular local Community Fire Stations, amongst Police Scotland, Scottish Ambulance Service and us. As at December 2022, there were 39 co-located stations.

To enable community resilience in emergencies we also share facilities with other partner agencies on a day-to-day basis.

There are examples of our co-location activities in the articles below, and potential options for further co-locations throughout Scotland are also being explored by the regional teams.

Tomintoul Community Fire Station

The first tri-emergency service in Scotland was launched in Tomintoul Community Fire Station, Aberdeenshire, where SFRS, Police Scotland and the Scottish Ambulance Service operate from a single base. This ground-breaking co-location has enabled a police officer to be on duty within this community, avoiding a 26-mile journey to the nearest police station.

Central Community Fire Station

Central Community Fire Station in Aberdeen became a recognised shared facility with Scottish Ambulance Service, extending response capabilities to protect communities. The co-location sees the establishment of twelve Scottish Ambulance Service staff, a mix of eight paramedics and four technicians, plus one Accident and Emergency ambulance within Central Community Fire Station.

This partnership working has increased resources to local communities and has benefited the staff from both emergency services by consolidating and building upon existing strong working relationships and further developing aspects of multi-agency working and training.

McDonald Road Community Fire Station

We welcomed 25 Scottish Ambulance Service staff and two ambulances into McDonald Road Fire Station during the year. This move was part of a wider commitment between the SFRS and the Scottish Ambulance Service to work even more closely together to build upon existing relationships.



This aspect of multi-agency working between both Services allows firefighters and Scottish Ambulance Service staff to regularly share knowledge and expertise, carry out joint training and improve interoperability between two blue-light partners. It also presents an opportunity to better understand each other's challenges and by working more closely together, communities and both organisations will see numerous benefits.

Work is also underway to look at supplementing the resources already co-located at McDonald Road, Sighthill and Crewe Toll Community Fire Stations in Edinburgh.

Clarkston Community Fire Station

In July 2022, we officially opened a new co-location hub at Clarkston Community Fire Station welcoming the Scottish

Ambulance Service (SAS). We began co-locating in October 2021 with nine SAS staff members including five paramedics and four technicians moving into Clarkston. However, due to COVID-19, the official opening had to be postponed.

The move allowed our crews the opportunity to train with Scottish Ambulance Service colleagues to build on our existing relationship with Scottish Ambulance Service staff, share knowledge and expertise, whilst having the opportunity to better understand each other's challenges when working at the scene of an incident.

Clarkston became the sixth co-location site in the West Service Delivery Area, following Clydesmill, Calton, Johnstone, Maryhill and Castlemilk Community Fire Stations.

7. OUTCOME 6:

THE EXPERIENCE OF THOSE WHO WORK FOR SFRS IMPROVES AS WE ARE THE BEST EMPLOYER WE CAN BE.

We continued to make our roles more attractive to all members of our communities by improving our recruitment process, nurtured an inclusive culture, developed our approach to youth engagement and employment. We have worked in partnership with our representative bodies to ensure the safety and wellbeing of our staff by developing and deploying new and more agile ways of working to protect the safety, wellbeing, physical and mental health of our people, whilst providing dignified work facilities for our people.



by Kiera Burns

OUR INITIATIVES

An Inclusive Service

We actively promote diversity and recognise that a diverse workforce allows us to bring talent and strengths from all parts of our community, regardless of background. In support of this commitment, we signed up for ‘Pledge To Be Seen,’ a campaign run by visible difference and disfigurement charity Changing Faces to actively promote diversity in the workplace.

Being the first UK fire service to partner with the charity, means we will work to increase the representation of people with a visible difference in recruitment campaigns and strive to be an inclusive workplace. We will commit to promote change and ensure more people with a visible difference feel seen, heard, and included.

Signing up to this pledge will better equip our employees to engage with people with visible differences, improve

understanding and remove bias in the workplace so that we are seen as an employer of choice.

We aim to be inclusive, and people-centred. By removing barriers and recognising the value and importance of a diverse workplace, we can achieve that aim.

Supporting a Diverse Workforce

We aspire to be a world leading Fire and Rescue Service and with that create ‘a great place to work’ and one that meets ‘diverse community risks’. To do this, we know that equality and diversity must be embedded in everything we do.

We have worked with external partners to deliver information sessions around particular equality topics including neurodiversity; domestic abuse and employment; LGBTQ+; and care experience and employment. These sessions were recorded so that they were available to all our people as a learning tool.



by Kiera Burns

Multi-Agency LGBT+ Inclusion Event

In July 2022, we joined partners at an LGBTQ+ inclusion event. Over 40 attendees attended this Lanarkshire event which promoted awareness and discussion of LGBT+ issues in our respective workplaces to make our workplaces more inclusive environments for all.

Events of this nature are an important part of our journey in becoming a supportive employer for all.

This event was attended by Police Scotland, Scottish Ambulance Service, Representative Bodies and Community Victim Support groups and due to its success, similar events will be arranged in the future.

Supporting Staff Welfare with the Salvation Army

We worked in partnership with the Salvation Army to ensure crews received welfare at protracted incidents. The Salvation Army are available to us 24 hours a day and provide valued support to our firefighters across the country where incidents are large or take place for a prolonged period.

We signed an official Memorandum of Understanding (MOU) of our working in partnership with the Salvation Army in November 2022. The MOU enhances the continued welfare support available at large and protracted emergency incidents where welfare pods and welfare officers may be requested and post-incident support alongside SFRS arrangements.

Our continued partnership working with the Salvation Army helps to ensure the safety, support and welfare of our firefighters, supporting agencies and communities across Scotland. This support helps our firefighters perform their jobs as they work to keep people in our communities safe.

Toxic Fire Effluents

We began working in partnership with the Fire Brigades Union (FBU) to support the research into the effects of exposure to toxic fire effluents. This work is supported through a dedicated SFRS Contaminants Group who work alongside the FBU towards achieving firefighter safety.

This partnership working includes engagement with the Scottish Government and relevant stakeholders; and support for the FBU DECON Campaign which encourages firefighters to make simple changes at work and home that can help to prevent cancer and other diseases.

The SFRS is fully committed to supporting this vital research and to work jointly with the FBU to ensure firefighters are

supported to adopt safe behaviours.

Career Ready Initiative

On an annual basis we partner with Career Ready, a national charity which aims to improve career and work prospects for young people who have limited access to professional networks and role models from the world of work.

The Career Ready scheme links schools and Fifth Year (S5) and Sixth Year (S6) students with employers. The initiative offers us the opportunity to engage with school students and increase their understanding of the wide-ranging career options available to them with us.

It allows us the opportunity to strengthen the diversity within our workforce and to balance the age profile of our workforce to safeguard future staffing levels.

In March 2022, eight young people successfully graduated from the Career Ready programme, concluding their 18-month mentoring and one-month internship with us.

Positive feedback has been received from both mentors and mentees who said it helped to build mentoring and leadership skills whilst making a positive impact by building the confidence and skills of mentees.

The programme offers our staff a personal development opportunity as a volunteer mentor and eight of our mentors have been matched with eight new mentees for the 2021-23 programme.

Bereavement after Suicide – Workplace Support Project

Stirling, Clackmannanshire and Fife Community Action Team worked in partnership with Suicide Prevention and Workplace Team from Fife Health and Social Care Partnership after losing a colleague to suicide.

SFRS highlighted a need for both immediate and longer-term support and the initiative included a 'series' approach to support from immediate signposting to services through to awareness raising and prevention.

The campaign included a digital toolkit exploring workforce mental wellbeing; a traumatic incident framework to guide employers to develop contingency plans to support workers and business continuity in traumatic instances at work and a lived experience case study. All the campaign resources are available online and videos uploaded onto our Learning Content Management System for our staff.



Colleagues in Public Health Scotland included an article on the project in their monthly national newsletter raising awareness of the resources across Scotland.

Evaluation of this project is ongoing, and any future developments will be added to the Evaluation.

Supporting our retired colleagues

As well as supporting current staff, we work in partnership with The Fire Fighters Charity to support our retired colleagues.

The Living Well Group, facilitated by the Charity, is available to all retired uniformed and non-uniformed SFRS members and their partners/widows. It promotes social inclusion and the wellbeing of our retired colleagues, supporting our SFRS Mental Health Strategy and our Long-Term Vision of being connected with aging communities, caring for people and enhancing collaboration with our partners.

The group, which meets monthly at one of our premises, invites guest speakers and partners to speak to the members about the support available to them across the country. This provides valuable resources to our retired colleagues and helps to strengthen our relations with new and existing partners.

Work is underway to create a second Living Well Group in Scotland which will increase the support provided to our retired SFRS community.

Fireskills

Our Fireskills initiative is a fully flexible programme consisting of a range of sessions based on firefighter drills, adapted to provide a unique learning experience for young people. Sessions contain links to Curriculum for Excellence and can be delivered for a duration up to 35 hours to suit local

need. Designed for young people between the ages of 12 and 18 who want to develop key skills in a practical setting, the programme aims to deliver a range of skills including: team work; self-discipline; problem solving; confidence and communication; basic first aid; improved physical capability; and an understanding of the contribution that SFRS and other agencies make to our communities. These articles detail some of the Fireskills courses that were run during 2022:

Bouncing in Midlothian

Staff at Dalkeith Fire Station came together with the Midlothian Council Communities and Lifelong Learning Team to host the Bounce Project, which provides support to first-time offenders by helping them move forward and embrace opportunities offered through partnership working.

Our partnership with the Bounce Project involves engaging with a group of youths and delivering Fireskills practical sessions. These sessions provide basic training on practical firefighting skills and teamwork including training in running out fire hose, using an appliance pump, pitching ladders, first aid and input focussing on various elements of fire safety, water safety and road safety.

This is a new partnership and aligns to our Corporate Parenting commitments to support care experienced youths. Through the initiative we will engage with participants through education to encourage good citizenship by building teamworking, self-discipline, communications and confidence skills.

Evaluation of this initiative is ongoing and future sessions have been arranged to provide further opportunities for the young people to engage with fire service personnel to realise the impact and danger of their actions posed to firefighters and others.

Highland Teams work with the Prince's Trust

Our Highland Prevention & Protection Engagement Team worked in partnership with the Prince's Trust and developed a course for young people that would assist with self-confidence and employability. As part of our Corporate Parenting responsibilities and with support from Highland Council, an emphasis on including individuals from a care-experienced background was promoted. Fifty percent of individuals selected for the course had care experience.

The participants undertook a five-day programme held at Inverness Community Fire Station with group activities and one-to-one support. The sessions included problem solving scenarios, basic first aid and cardiopulmonary resuscitation and a series of activities modelled on firefighter drills. The eight course participants successfully obtained their SCQF Level 4 Employability Award.

Due to the course's great success, further partnership development is planned in Scotland between us and the Prince's Trust.

SFRS is a Positive Employer in Angus

Our Angus Community Action Team, in partnership with Forfar Academy and Angus Council, developed a pilot workplace scheme which promoted SFRS as a 'Positive Employer' within Angus.

The partnership developed a youth-based application form and interview process where candidates received an application pack and guidance notes, outlining job requirements and a job description for their application. This gave the candidates experience of applying for jobs and the interview process involved.

Successful candidates were offered a five-day work placement, working alongside the Angus Community Action Team and partner agencies, delivering safety messages and fire education to the local community. Positive feedback was received from the individuals involved and the first successful candidate has completed their work experience placement with the Community Action Team.

It is planned to cascade this to all Dundee, Angus, Perth and Kinross-wide secondary schools as a life skills option.

Fireskills in Aberdeenshire

Fireskills courses were run in partnership with SFRS, Police Scotland, Scottish Ambulance Service and Aberdeen City, Aberdeenshire and Moray (ACAM's) Educational Departments.

During the courses the students were taught first aid from the Scottish Ambulance Service; personal safety from Police Scotland; how to correctly use SFRS equipment; and how to successfully work as part of a close-knit team in order to complete a staged rescue exercise at the end of the course.

A review of the course highlighted the positive impact and successes and recommended development of the programme to give students the opportunity to achieve a SCQF Level 4 Employability Award. Further courses are planned for 2023 across ACAM including Aberdeen City, Peterhead and Elgin.

Condensed delivery in Glasgow

City of Glasgow reduced the initial five-day course down to one-day, by promoting the key learning elements from this course and involving the fire station staff to introduce the community to their local firefighters.

This collaborative approach involved the Community Action Team and firefighters working together with students and youths. We also worked in partnership with various Third Sector organisations within the community and Barlinnie Prison bringing inmates out to tell their stories to youths.

This one-day course has proved an immense success and details will be shared throughout the SFRS and an evaluation undertaken.

8. OUTCOME 7:

COMMUNITY SAFETY AND WELLBEING IMPROVES AS WE WORK EFFECTIVELY WITH OUR PARTNERS.

Working with our partners is at the heart of how we work, it is a fundamental part of making a positive difference to people's lives and keeping communities safe. We have developed local partnerships, bringing public, third and private sector partners together with communities to deliver shared outcomes that really matter to people. These partnerships are an important way of making sure all partners can deliver their services more effectively and efficiently, while providing better value for money for the public.



OUR INITIATIVES

Operation Crackle

We engaged in 'Operation Crackle', a multifaceted approach to Bonfire night, with partners from Police Scotland, City of Edinburgh Council, and the Third Sector. We took a proactive approach and attended Community Improvement Partnership meetings to advise how we would work together with partner agencies to ensure a common goal of safety for all was achieved.

We also attended weekly planning meetings which culminated in the 'Standing-Up' of the Multi-Agency Command and Control Centre. This excellent example of partnership working highlights information from our Joint Patrols, Police Scotland Officers, SFRS East Operations Control and Police Control all seamlessly flowing between open communication channels which ensured resources were directed to where they were most required at a time of heightened demand. By having an SFRS Liaison Officer stationed at the Multi-Agency Command and Control Centre, oversight of all aspects of Bonfire Operations were able to be passed clearly between agencies with patrols feeding back as to whether an appliance was required to attend a bonfire.

As a result of the joint efforts in delivering the Bonfire Safety message and working with our partners in 'Operation Crackle', there was a 20% reduction in attacks on crews in 2022, highlighting the impact this type of work can have on our safety.

The Risk Factory

In partnership with City of Edinburgh Council and Police Scotland, we invited Primary Seven (P7) age groups from the City of Edinburgh and surrounding areas to the Risk Factory. The Risk Factory is an interactive safety centre that manufactures everyday risks in a safe environment with the goal of teaching children how to deal with or avoid everyday risks.

On the day, nine varied scenarios challenged the children in various aspects of day-to-day life. Each of these are specifically designed to allow the children to learn life-long skills to approach differing risks. We led a 'house fire' based scenario where the group were challenged with what they should do in the event of a fire within a house, be it their own home or a neighbour's. This interactive scenario provides an invaluable learning tool about what they should do in this situation and was very well received and highly praised by the children.

Annually, over 6,000 children benefit from this unique resource and it is a highly successful partnership run between all agencies.

High School Health Promotion

We worked alongside NHS Forth Valley Health Promotions Team to engage with senior students at Falkirk High School on a range of health and fire safety subjects.

On the day, pupils received lifesaving skills sessions on cardiopulmonary resuscitation; the recovery position; and Naloxone awareness/drugs awareness. We also had the opportunity to provide sessions on fire related anti-social behaviour.

Following feedback from these well-received sessions, it is proposed that this initiative is delivered to all secondary schools in the Falkirk area.

Midlothian Community Alcohol Partnership

Midlothian Community Action Team have worked together with Police Scotland and Community Alcohol Partnerships Scotland and established a Midlothian Community Alcohol Partnership (CAP).

The First Community Alcohol Partnership in Scotland was launched nine years ago in Edinburgh. Its mission and that of the 12 partnerships launched since then has been to reduce alcohol consumption among young people, and with that reduce the harms to health, wellbeing and local communities caused by underage drinking.

The Midlothian CAP was launched by SFRS and Police Scotland in Dalkeith with lots of partnership activity around the community. These involved public engagement events with communities and undertaking young people's surveys to understand attitudes towards alcohol consumption. Visits were carried out to licensed retailers promoting responsible selling and stopping proxy purchases of alcohol for underage youths. Social activities were also run including playing football with local youths to promote positive engagement.

The Midlothian CAP has a varied action plan covering education, engagement and positive activities for young people across the wider Midlothian area which will help to create responsible attitudes to alcohol at an early age and make a significant contribution to improving Scotland's relationship with alcohol in the medium to long-term.

Gordonstoun's Volunteer Fire Unit Receives Queen's Award and Her Majesty's Fire Service Inspectorate Award

This year we marked the 80th anniversary of our association with Gordonstoun Volunteer Fire Unit.

The Morayshire-based school is the only one in the UK to have its own fire service consisting of students and staff who crew the school's own fire engine. They respond to emergencies as part of the Service.

Gordonstoun's volunteer fire unit was established by students in 1942 to help put out fires during the Second World War. Female pupils from Gordonstoun were pioneers who in the early 1970s became Scotland's first female firefighters allowed to join the fire service as volunteers.

Gordonstoun's volunteer fire service received royal recognition when the crew were awarded the prestigious Queen's Award for Voluntary Service for its efforts. This is the highest award a local voluntary group can receive in the UK

and is equivalent to an MBE.

The volunteer fire unit was also awarded with a Her Majesty's Fire Service Inspectorate Chief Inspector's Certificate of Commendation in recognition of Exceptional Contribution to Community Resilience. The award was presented to the school by HMFSI Chief Inspector Robert Scott.

Gordonstoun's voluntary fire service continues to support local crews both operationally and in delivering key safety messages in the local community.

Rider Refinement North

We teamed up with Police Scotland and road safety partners in the North of Scotland to deliver Rider Refinement North. This unique course is the only course of its kind in Scotland and includes training courses for qualified motorcyclists to help them ride responsibly, reduce the number of collisions and to enhance their skills and safety.

The initiative was a one-day event held between April and October 2022 in Inverurie, Elgin, Perth and Dingwall. Led by police motorcyclists and accompanied by an observer from the Institute of Advanced Motorists, the course looked at key risk factors and provided riders with the knowledge and skills to be safer.

The course also involved demonstration rides and observed rides with feedback from officers, examination of riders' bikes and safety checks that should be carried out before any journey.

It is planned to expand this initiative into the East Service Delivery Area in 2023.

Multi-partnership Road Safety Event

Firefighters in Orkney took part in a multi-partnership event to promote awareness and improve road safety within the community.

The simulated road traffic collision exercise was set up outside St Magnus Cathedral in Kirkwall and involved crews working with Scottish Ambulance Service partners to extricate a driver from a vehicle.

We provided Virtual Reality headsets to spectators to allow them to experience what it could feel like to be a passenger in a road traffic collision and the event also incorporated a presentation from a road traffic collision survivor, cardiopulmonary resuscitation training provided by the Scottish Ambulance Service and a reaction tester provided by our partners at the Road Safety Forum.

Perth Prison Pre-Release Programme

We worked alongside with a range of partners to devise a pilot Prisoner Pre-release programme.

The aim of the initiative was to aid and educate people on their return to the community having served a custodial sentence by providing life skills and safety messages to help with the transition from prison to returning home/taking on a tenancy.

We delivered information on the major risks in the local area (Water Safety and Road Safety) and life skills information in the form of Home Fire Safety. We also utilised the Virtual Reality Headsets to enhance the learning experience.

Partners included in delivery of the initiative include Police Scotland; Scottish Prison Service (HMP Perth); I-DART (Drugs and Alcohol); Perth and Kinross Council Safer Communities Team; Perth and Kinross Council Housing; Churches Action for The Homeless, The Neuk Crisis Management Services - Lighthouse Project, Criminal Justice Services and Tayside Substance Misuse Services.

The pilot programme will be evaluated and thereafter rolled out across other facilities in Dundee, Angus, Perth and Kinross.



by Perthshire Picture Agency

Supporting the vulnerable with Home Energy Scotland

As part of our partnership approach to reach and support vulnerable members of the community in the Highland, Western Isles, Orkney and Shetland areas our local Community Action Teams undertook a pilot project with Home Energy Scotland, via the Warmworks team.

We provided training to Warmworks staff, including input on identifying fire risks within a house and how to refer those identified as being at risk to SFRS through the Community Safety Engagement Tool referral portal.

As part of this partnership approach, Highland, Western Isles, Orkney and Shetland SFRS staff have received training from Warmworks on recognising 'cold' homes, the eligibility criteria for receiving assistance with heating and insulation,

and input on the Warmworks referral portal to allow direct referral to the Warmworks team.

In 2022, training was provided to 10 Warmworks team members and 14 members of SFRS staff, ensuring we can work together to help the most vulnerable stay safe and warm in the area.

Kibble Fire Liaison Group

The Kibble Fire Liaison Group is a collaborative working group with the SFRS, Police Scotland and Kibble to offer support on all areas of safety including fire safety within the organisation, in particular around wilful fire setting by youths within the Kibble residential services. Kibble is an organisation who supports at risk children and young people who have experienced significant trauma in their lives and provide a range of integrated services throughout Renfrewshire.

We assist by identifying preventative measures, in particular Fire Risk Assessments, discuss and plan educational engagement sessions to develop relationships with the youths. We build trustworthy relationships with the youths and Kibble staff to educate on the dangers surrounding fire setting. We also ensure duty-holders are carrying out their responsibilities under the Fire Scotland Act 2005.

Our main aim in being a partner on this group is to keep the most vulnerable in our communities safe.



Partnership with Victim Support Scotland

East and West Dunbartonshire, Argyll and Bute, were the first Local Senior Officer area to set up a partnership with Victim Support Scotland to improve the safety of residents within our communities.

The partnership provides a referral pathway for Victim Support Scotland to refer any fire related concerns to SFRS and also for us to refer any victims of crime posed or threatened to Victim Support Scotland for assessment and assistance.

This partnership has produced positive outcomes for our communities.

Child Trafficking Awareness

Following a rise in the number of child trafficking cases in Scotland, an awareness raising presentation on the subject was created by the City of Glasgow Local Senior Officer area, to highlight the unfortunate rise of this type of crime in various areas.

The presentation has equipped crews with the relevant knowledge to identify the early signs this crime; and what to do should they suspect an incident of child trafficking.

The presentation received high acclaim from Police Scotland and Glasgow City Council Social Work when delivered to their teams, and will now be cascaded nationally across the Service to help identify this type of incident.



Combining Ayrshires Road Safety (CARS) Programme

The CARS programme was created following some serious Road Traffic Collisions in the Ayrshire area and is directed towards Sixth Year (S6) pupils and was based on a model trialled in South Ayrshire.

The initiative involves SFRS, the Ayrshire Roads Alliance, Police Scotland, the Transport Police, and is delivered in the East and North Ayrshire Areas. The programme delivers core safety messages through workstations, including topics like distraction, technology, vehicle maintenance and legal responsibilities.

The purpose of the programme is to increase the awareness of young and more experienced drivers and passengers of the impact that their actions can have while in a vehicle and the responsibility that they accept when holding a driver's licence.

The partnership approach to this programme has numerous benefits, the main one is that several partners can access a school on a single visit and provide a joint message to the pupils. The programme has been well received across the two council areas with more schools requesting to be involved.



Ayrshire Dementia Friends

Following a visit to an elderly gentleman with dementia, our crews from Kilmarnock Community Fire Station identified a need to learn more about the condition.

Local charity Dementia Friends were on hand to provide dementia awareness sessions to the crews, Flexi Duty Officers, Community Action Team and local elected members who were invited to attend. These informative sessions included a guest speaker who has dementia. Alan provided his personal story of what it is like to live with the illness and what challenges he encounters every day in life.

Following the events, crews are better equipped with the knowledge of dealing with a person who has dementia and can make referrals through our usual pathways to get early intervention and support in place. Most importantly they have the knowledge and ability to support people with inequalities in our community and support the vision of Scottish Government of people being able to live in their own homes longer and better supported.

We have forged a partnership with Dementia Friends and have committed to attending events to speak with people who have dementia and their carers, and offer our support in terms of Home Fire Safety Visits. Kilmarnock's Community Garden was also offered as a place where the charity could visit as safe, outdoor, healthy green space.

Plans are in place to expand the dementia training and awareness for the additional 26 Stations across the Area, with specific engagement each year on World Alzheimer's Month.

If you require further information on any of the contents of this document please email **bridget.spence@firescotland.gov.uk** who will pass on your details to the relevant individual(s).



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