



Equality Outcomes

The Scottish Fire and Rescue Service agreed seven Equality Outcomes at the Board meeting of 28 March 2013. The Equality Outcomes of the SFRS are:

1. People from all Scotland's community groups feel confident in contacting the Scottish Fire and Rescue Service for advice and information on relevant non-emergency issues.
2. Disabled, LGBT, BME, older people and people from minority faiths are aware of the services provided by the Scottish Fire and Rescue Service, particularly how these can be adapted to meet their own individual needs.
3. People from all Scotland's community groups are safer in their homes and on our roads.
4. Establish the Scottish Fire and Rescue Service as an employer of choice for people across all equality characteristics.
5. Provide a positive and healthy workplace culture which welcomes, embraces and develops people from across all equality characteristics.
6. People from across all communities are enabled to live lives free from hate crime, harassment and domestic abuse/violence.
7. Gypsy travellers and migrant workers are safer, better informed and confident in Scottish Fire and Rescue Service engagement.

The Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 placed certain legal obligations on the Scottish Fire and Rescue Service. One part of this duty is the requirement to develop and publish by 30th April 2013 a set of Equality Outcomes. Equality Outcomes are a result which an organisation aims to achieve in order to further one or more of the needs mentioned in the general equality duty.

The general equality duty is the requirement for relevant public bodies, in the execution of their functions, to have due regard to:

- Eliminating unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
- Advancing equality of opportunity between different equality groups
- Taking steps to foster good relations between people with a protected characteristic and people who do not have that protected characteristic

The Equality Outcomes are the result of research and engagement undertaken to identify equality priorities relevant to the fire and rescue service in Scotland. They were developed to take into account the priorities of our partner organisations and to reflect the issues that are important to Scotland's diverse communities.

More information about how the Equality Outcomes were developed, how we intend to progress the ambitions of the Equality Outcomes and how we will report progress is available from the SFRS's Equality and Diversity Manager Elaine Gerrard.

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