

LONG-TERM VISION SUMMARY



SCOTTISH
FIRE AND RESCUE SERVICE

Working together for a safer Scotland

| SFRS is changing.

We're evolving because we must if we are to continue to respond effectively to the changing safety needs of Scotland's communities and to the dynamic environment we operate in.

What Scotland requires from its fire and rescue service is different than it was a decade ago. The number of household fires in Scotland has continued to reduce significantly year-on-year. Change in our weather patterns largely driven by climate change has resulted in more wild fires and increased flooding, endangering both lives and livelihoods. Scotland's ageing population has increased significantly and so too the demand on all of us to support the needs of our elderly people. The threat from terrorism remains substantial and unlikely to reduce in the foreseeable future and we must be prepared to respond to that. We also need to do more work to prevent the circumstances that give rise to many of the incidents that we respond to.

But it's not all about responding to change. We're evolving because we want to continually improve what we do, to deliver the best possible fire and rescue service for the people of Scotland, and to be one of the best fire and rescue services in the world.

That's why we've created our new vision for the SFRS which will be our route map for the future direction of the organisation. Our vision represents the beginning of a new journey for the SFRS but our mission remains the same – working together for a safer Scotland.

We have carried out significant engagement with staff,

stakeholders and communities to develop our vision. In the second half of 2020 frontline staff shared their views through independently facilitated workshops, a digital survey and on-station discussions. We also ran a public consultation with individuals, stakeholders and communities during the summer of 2021 to create a vision that truly reflects the diverse landscape that we serve.

Working with our staff, communities and partners, we must evolve and transition as an organisation. We remain fundamental to keeping Scotland's communities, businesses and visitors safe. This will enable us to contribute to a thriving Scotland, and maintain our position as an organisation where people want to work, ensuring we have the workforce we need. As an employer, the wellbeing of our staff is a key priority and we want to do more to promote equality, diversity and inclusion, not just in our workforce but across the communities we serve as well.

We can also play an active role in the Scottish public sector's response to climate change. We want to push the boundaries on where we can take that and achieve Carbon Zero status.

We see opportunities to improve the Service through advanced technology that will enable us to work smarter, increasing innovation and improving performance. We see possibilities to expand the services we offer to achieve better health and wellbeing outcomes for all, and particularly for those living in areas of deprivation to help tackle inequality.

We've set out the key elements which are the foundation of our vision in the graphic below/ overleaf. This highlights our mission and our purpose, as well as our strategic intents which convey how our contribution will improve community safety and wellbeing for the people of Scotland, our staff and our partners. Alongside this, we've developed four key principles for how we will work. These will underpin the way in which we will work and how we will behave as an organisation. Finally, we've identified eight priority outcomes which we will focus our efforts on achieving.

If you would like to find out more, our full vision document is available on our website, www.firescotland.gov.uk. It can also be provided in other languages and formats on request by contacting us directly at SFRS.OurVisionConsultation@firescotland.gov.uk.



Working together for a safer Scotland



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OUR PURPOSE

“...to work in partnership with communities and with others in the public, private and third sectors, on prevention, protection and response, to improve the safety and wellbeing of people throughout Scotland.”



OUR PRIORITIES

Staff are safer, are better supported, are more satisfied and empowered

Our communities are safer and their wellbeing is improved

We are more adaptable in responding to changing risks across and between communities

Our wider contribution to Scotland and our communities is recognised

OUR PRINCIPLES AND PRIORITIES



PROGRESSIVE

Prevention will be at the heart of our service delivery model as it evolves to meet Scotland's changing needs

We will be innovative in our use of technology, data and information to change how we work



INCLUSIVE

Partnership working will be at the core of how we work

We will value difference of views, experiences and backgrounds within and out with our organisation



PEOPLE CENTRED

We will be an organisation that works in agile and smart ways to support our staff to achieve a positive work/life balance

We will invest in developing our leaders and train our staff to the highest standards



CONNECTED

We will be driven by a deeper understanding of the needs of our communities

We will be a more environmentally sustainable organisation