

SCOTTISH

FIRE AND RESCUE SERVICE

Heritage and Outreach

Handling Pack Contents

Your physical kit

Planning your sessions

Key points for directing sessions

Backgrounds and Scripts

The Fire Service During the War

Women in the Fire Service

The Fire Brigade Union

Uniform

Pop Quiz

Links and Collecting Evidence

Worksheets and Tasks

Auxiliary Fire Service - *Reporting the Past*

Resilience - *On the Airwaves!*

Timeline - History of Women in the Fire Service

WW1 Women's Uniform Design Challenge

WFBUWC - Getting the word out

Timeline - The Fire Brigades Union

Picket Lines and Protest Banners

SFRS Time Capsule

Timeline - History of Uniform

Helmets and Rankings

Uniform Match-up

SFRS Emblem and the Maltese Cross

Blank brigade badge template

Blank female figure template

Blank male figure template

Your Physical Kit Checklist

Handling pack
Including any photocopies or handouts.

White paper or craft paper
Pencils
Rubbers
Pencil sharpener
Coloured pencils
Scissors

The availability of resources in schools and other public facilities may vary so it is helpful to provide materials for output.

Handling Boxes
Any other props to support the session

Information prop board

Planning your sessions

A basic structure for a group based session should be as follows -

Roughly 15 minutes introducing your topic(s).

Introduce your topic by speaking directly to the audience. A relaxed, conversational nature works best. You will find educational scripts in this pack that you can follow to introduce subjects. Some subjects will also include a background sheet to allow you to further elaborate on certain information, should you have time, or questions from your group.

Roughly 15 minutes on independent study and creative output.

Included in this pack you will also find separate information and task sheets to be handed out to students. You may wish to hand these out before you introduce your subject so students can follow at their own pace and see illustrations. All of the subject task sheets pose a creative task which requires the learner to engage with the information independently to try and develop a creative solution, for example a radio show or a poster. Walk around the room and chat to learners at their tables or one to one. This will offer a much more enhanced dialogue and will make some learners feel more comfortable about asking questions.

Roughly 10 minutes for a cool down and conclusion.

This should include a small summary of the information you covered and some pop quiz questions. To keep the session light you can ask questions of the entire group and get people to raise their hands to respond. This will allow you to assess how well the audience have engaged with certain areas of the information.

At the end of sessions you should direct the audience towards social media for further engagement out with the session.

Some sessions may be easily supplemented with physical objects (if available) or a certain member of staff (e.g. firefighters who remember the 1977 strike can provide first hand information).

This basic structure will diversify depending on your audience and environment. Don't feel that you need to stick to the script. As you become more familiar with the information be anecdotal, ask more questions of the audience and add in other information that you think is relevant.

The subjects do overlap in areas, such as the link between female firefighters and the Fire Brigade Union, or the link between female firefighters and the Auxiliary Fire Service. Feel free to utilise information from other subjects to give more detail on a particular area.

Key points for directing sessions

- Most adults will behave expectedly when receiving information - they will stand and listen, waiting for the time when they feel they should respond. However with some groups of adults a better approach to diverging information would be to structure it as an informal conversation.

- Ask questions of your audience frequently as you would do in a participatory conversation, for example:

"Does anyone know what a union is?"

"Can you guess what fire tunics used to be made out of?"

"What other tasks might firefighters do apart from putting out fires?"

- Keep your points as simple as possible. A dialogue about historical material can easily veer off onto tangents, so don't worry about trying to impart all of the information about a subject. Pick the core, important points you want to communicate and see where it leads you. Use the background script for more in-depth information.

- Try to be as inclusive as possible. Young people with learning needs often feel unable to engage in group conversations and social dynamics among young people can sometimes be exclusive to more vocal learners - always try and diversify who you talk to and ask questions of. If answers and dialogue are not forthcoming encouragement and prompts can help.

- Where backgrounds are provided they can help provide some more detail on a subject should you be asked.

- Explain all long words as often children won't alert you to the fact they don't understand something. Always be enquiring, conversational tactics work best.

- Even in controlled age groups abilities can vary greatly. It is important that young people of any ability are given time to appropriately respond to questions at their own pace. If a student is evidently struggling, encouraging peer support is a good way to help them along, for example:

"Sally, do you know what a tunic is?"

- Sally hesitates

"Could it maybe be an item of clothing?"

- Sally looks confused

"James, could you give Sally a hint?"

Young people are getting better and better at peer supporting, so it is a great resource to utilise and can help break dialogue barriers.

- The educational scripts are provided as a guide, do not feel you need to stick with them rigidly. Feel free to be anecdotal and to make jokes, or to enhance the information where you see fit.

- One to one dialogues are often more effective with young people, rather than larger groups. If you have spent time speaking to a large group in an introduction, take time to chat to small groups and individuals during the creative activity. You can elaborate more on anything they found interesting, or ask questions about their chosen work and the fire service in general.

The Fire Service During the WW1/2 Background

During World War 1 extra strain was put on the fire service which was still in its first few decades of having a formalised service. There were threats of bombings meaning more fires, fires at sea ,on boats, fires in chemical factories and many of the trained Firefighters were away at war.

Firefighters did have exemption (a pardon) from going to the front line, however many still volunteered as they felt it was a duty for their country. The Women's Munitions Workers filled the shortfall of personnel. Although women weren't publicly announced to be generally accepted into the fire service until 1978, Girton Ladies' College had an all female service from 1872 till 1932 and Gordonstoun School had an volunteer unit operating with women Firefighters from 1976. In the second world war more than 5000 women were drafted into the Auxiliary Fire Service leading the way in equality until the press claimed the first Female Firefighter for East Sussex Fire Brigade in August 1978.

In the early 1900s and during WW1 many brigades were not fully equipped with standardized equipment but still had the means and capability to take on a blaze of some force. They used manual pumps which were horse drawn and could shoot water 40+ feet in the air and the hoses were made of leather riveted together. They drew water straight from a water body or a water main which would often need digging out. The public would also be roped in for tasks such as manning the pumps, operating bellows for early generations of breathing equipment, digging out mains water and general labouring.

Alerting the fire brigade had become wire based by the 1900s in populated areas of Scotland at this point, however rural areas still often relied on a member of public traveling to the fire station to alert the brigade of an incident. This would often mean the fire service would be too late to arrive at isolated incidents so wire based and telephone alert systems were common by the 20s. Wire based alarm systems would be triggered by someone operating a Fire Box Alarm which would be located around a town or city, this would ring a bell notifying the location of the alarm raised and alert the brigade. Some similar but modernised systems are still used today in small communities.

By the time the WW2 was beginning in 1938 the British Government had passed an Act of Parliament authorising the formation of a voluntary fire service.

The Auxiliary Fire Service (AFS) formed in January 1938 and fire stations were set up in buildings such as schools, garages and factories.

However, since most young men had joined the army, the AFS relied on those too old or too young to go to war. It also marked the first time women would be accepted into the Brigade.

The AFS were issued with one basic uniform - although shortages forced some recruits to wear Post Office uniforms - that included a steel helmet, rubber boots, trousers and waterproof leggings.

The most common piece of equipment used by the AFS was the trailer pump, which was originally towed by taxis. In order to take some of the workload off the fire service, small fires were dealt with by street fire parties. These were civilians who were given and taught to use stirrup pumps.

To provide a unified service throughout the country, the National Fire Service (NFS) took control on 18 August 1941 when all AFS were merged with local brigades to form a national service. By 1943 over 70,000 women had enrolled in the NFS in the United Kingdom.

After the war, the NFS continued while discussion were held over the structure of Britain's fire services before eventually being disbanded in 1948, however, rather than returning to lots of small brigades again, only one service was established per county.

The spirit of comradeship among firefighters and their dedication to their job were commendable and according to Churchill, the fire service 'were a grand lot and their work must never be forgotten'.

The Fire Service During the WW1/2

Educational Script

During World War 1 extra strain was put on the fire service which was still in its first few decade of having a formalised service. There were threats of bombings meaning more fires, fires at sea on boats, fires in chemical factories and many of the trained Firefighters were away at war. The Women's Munitions Workers filled the shortfall of personnel.

In the early 1900s and during WW1 many brigades were not fully equipped with standardised equipment but still had the means and capability to take on a blaze of some force. They used manual pumps which were horse drawn and could shoot water 40+ feet in the air and the hoses were made of leather riveted together.

The public would also be roped in for tasks such as manning the pumps, operating bellows for early generations of breathing equipment, digging out mains water and general labouring.

Alerting the fire brigade had become wire based by the 1900s in populated areas of Scotland at this point however rural areas still often relied on a member of public traveling to the fire station to alert the brigade of an incident. This would often mean the fire service would be too late to arrive at isolated incidents so wire based and telephone alert systems were common by the 20s.

The Auxiliary Fire Service (AFS) formed in January 1938 and fire stations were set up in buildings such as schools, garages and factories. However, since most young men had joined the army, the AFS relied on those too old or too young to go to war. It also marked the first time women would be accepted into the Brigade.

The AFS were issued with one basic uniform - although shortages forced some recruits to wear Post Office uniforms - that included a steel helmet, rubber boots, trousers and waterproof leggings.

The most common piece of equipment used by the AFS was the Green Goddess trailer pump, which was originally towed by taxis.

In order to take some of the workload off of the fire service, small fires were dealt with by street fire parties. These were civilians who were given and taught to use stirrup pumps.

To provide a unified service throughout the country, the National Fire Service (NFS) took control on 18 August 1941 when all AFS were merged with local brigades to form a national service. By 1943 over 70,000 women had enrolled in the NFS in the United Kingdom.

After the war, the NFS continued while discussions were held over the structure of Britain's fire services before eventually being disbanded in 1948, however, rather than returning to lots of small brigades again, only one service was established per county.

Women in the Fire Service

Background

Women worked as firefighters long before the Second World War. They were employed by private brigades and others like the one attached to Girton College in Cambridge, the first all-women "brigade" in the UK where students were taught by Captain Sir Eyre Massey Shaw, the first chief fire officer of the Metropolitan Fire Brigade.

Women's brigades fought fires and carried out some rescues during the first world war, mostly in the South. It was not until the outbreak of the Second World War that large numbers of women began to play a more significant role in the Auxiliary Fire Service (AFS).

The AFS was formed in 1938, when a huge recruitment drive was launched to attract women. Admitting women was not a popular move with many of the men in positions of authority in the service. One chief officer refused to admit women, declaring: "I would rather resign than be made to drill young girls and women to be firemen". By 1943 more than 90,000 women were enrolled in the NFS.

Women were not expected to extinguish fires, but some did. Most were drivers and despatch riders, which involved driving in pitch dark during enemy air raids.

Former FBU official Terry Segars writes in his book, *'Forged in Fire'*,

"The reality ... was that firewomen were more widely involved in active work than is generally acknowledged, and they could often be found in the midst of things during the blitz, whether helping out on the pumps, in control rooms close to the centre of the severest raids or delivering supplies to firefighters."

A rank system for women of the fire service was developed during the war in recognition of their service; many women were awarded for their remarkable achievements during this time. Twenty-five firewomen lost their lives during the war.

Women only got two thirds of men's ' pay until the national service was launched when things improved a bit. An FBU women's national conference in 1943 argued in favour of equal pay, but claims were rejected by the Home Office. Female FBU membership grew during the war years from 1,000 in 1941 to 5,500 in 1942.

By 1948 the women who had been doing this vital work went back to their previous lives. It was 30 years before they would be formally accepted into the fire service.

In 1976 Sister Mary-Joy Langdon as the first woman to be formally employed by a fire brigade in East Sussex. She says "I didn't realise firefighting was going to be a career when I joined. It was a very valuable part of my younger life. I learnt so much from it in life skills that I'm passing on today and for me it was a privilege belonging to an emergency service. I think every young person should have that opportunity."

1978 marked the formal acceptance of women professionally into the service.

The creation of the FBU Women's Committee was important landmark for women in the service. Having representation in the union is crucial for making important changes in the work place. The committee provides training weekends and group support for women in the fire service. Today the committee still fights for equal rights and pay.

Women in the Fire Service

Educational Script

Women worked as firefighters long before the Second World War. They were employed by private brigades and others like the one attached to Girton College in Cambridge, the first all-women "brigade" in the UK where students were taught by Captain Sir Eyre Massey Shaw, the first chief fire officer of the Metropolitan Fire Brigade.

The AFS was formed in 1938, when a huge recruitment drive was launched to attract women. Former FBU official Terry Segars writes in a later FBU history, *Forged in Fire*: "The reality ... was that firewomen were more widely involved in active work than is generally acknowledged, and they could often be found in the midst of things during the blitz, whether helping out on the pumps, in control rooms close to the centre of the severest raids or delivering supplies to firefighters."

A rank system for women of the fire service was developed during the war in recognition of their service; many women were awarded for their remarkable achievements during this time. Twenty-five firewomen lost their lives during the war.

Women only got two thirds of men's ' pay until the National Fire Service organised. An FBU women's national conference in 1943 argued in favour of equal pay, but claims were rejected by the Home Office. Female FBU membership grew during the war years from 1,000 in 1941 to 5,500 in 1942.

By 1948 the women who had been doing this vital work went back to their previous lives. Those that stayed tended to work in control rooms. It was 30 years before women were brought into operational roles again.

Refer to timeline to overview the progress of women in the fire service over the last century.

The creation of the FBU Women's Committee was important landmark for women in the service. Having representation in the union is crucial for making important changes such as more women's toilets, to better pay and harassment. Today the committee still fights for equal rights and pay.

Today, women make up just 7% of operational staff in the fire service across the UK. Although with the appointment of the first female fire commissioner this year, Dany Cotton, we expect this to increase.

Do any of the girls in the class have an interest in being a firefighter? What characteristics might she need to have for this?

The Fire Brigades Union (FBU)

Educational Script

The Fire Brigades Union or FBU are an organisation that regulates the fire service worker's rights. They protect worker issues such as wages, safety & working condition, and make arguments on behalf of Firefighters when the Government make changes. The Fire Brigades Union acts as the democratic and professional voice of firefighters across the UK. They actively support firefighters in the workplace with disputes and complaints, they enforce health and safety in the work place.

Because the Fire Service is a nationalised service (meaning it is owned by the Government) all of the money that we get comes from your (or your parents) taxes. Taxes are a bit of money that gets taken off everyone's wages when you get paid from a job, and put into the government's big pot of money. And that's how we pay for all the things that you get to use, anytime, for free such as the fire service, doctors and hospitals, schools and the police.

Sometimes if the Government wants to save money, they try to make these services spend less and often do more work, and they don't give many pay rises. When this happens in the Fire Service, and also in hospitals and schools, it makes it very hard to do your job and look after people properly. If we don't have enough fire engines and enough money to train officers then we can't do our job properly, and that puts people's lives at risk.

The FBU became popular during the 1977 workers strike where Firemen across the country went on strike in order to protest the poor wages and unreasonable working hours demanded by the government. The concerns didn't just restrict the living conditions of working firemen but also resulted in safety concerns when on the job.

More than 90% of fire workers took part in the strike of '77 in order to protest the limits to their pay increases and the 48hour working week.

During the strike army troops were brought in to as auxiliary fire crew to provide emergency cover however even the soldiers voiced that they were ill equipped, using equipment more than 20 years old, and had a lack of fire fighting training.

So this is why there is so much dispute over how much firefighters are paid and the conditions they work in.

The Firefighters received lots of support from the public, and lots of people raised money to help support the Firefighters whilst on strike. Has anyone heard of The Clash? Or Johnny Rotten? Well many rock bands put on shows to raise money for the Firefighters fund.

Even when striking, many brigades were known for breaking picket lines to go work on fires and other major incidents. Fire Fighters do not discriminate - they save everyone who requests their help. With exception - we do not pull cats out of trees. But Firefighters always put their values first which are:

- To save lives and prevent injury
- Protect property, both public and private
- Render humanitarian services

Uniform in the Fire Service

Educational Script

Q. Why might a firefighters uniform be so important?

- A. So people know to ask them for help in a problem situation
- It identifies them as somebody who is responsible in a problem situation
- Physical protection
- They can enter dangerous environments

The fire services uniform has obviously changed a lot in the last 100 years. A century ago Firefighters wore a fire retardant tunic & trousers made from wool or heavy fabrics soaked in water with a brass helmet lined with leather. Before the common use of breathing apparatus, and when synthetic materials were frequently used in homes, men often used to soak their beards over their mouths to help filter the smoke.

Refer to timeline - Take students through timeline, adding any additional information where necessary and pausing periodically to see if there are any questions.

Helmets have evolved greatly throughout the years from brass metal, through to cork and leather. These were built up from top along the back of the helmet to protect from falling debris. They were heavy and cumbersome, not offering a lot of protection to vulnerable areas such as ears or eyes. Nowadays firefighters have heat resistant thermo-plastic helmets, which are ergonomically shaped with visors to provide comfort as well as increased protection.

Refer to timeline - Take students through timeline, adding any additional information where necessary and pausing periodically to see if there are any questions.

Breathing apparatus and safety equipment have also been a large part of developing the fire services uniform. Breathing apparatus used to be very large and heavy (pictured).

When breathing equipment became common around 1910s and looked more like a scuba-diving mouthpiece, the air supply was pumped down hoses to the mouthpiece by bellows located outside near the truck. In 1914 the Proto Mk I, the first body worn breathing apparatus became available. This was a re-breather, mouthpiece attached to a bag device that absorbed carbon dioxide & mixed in a small amount of oxygen, they were quite complicated to use!

Over time the design incorporated oxygen tanks instead of bellows and the mask now includes a visor and better face protection. Despite having breathing apparatus in use for some time, it was not formally enforced or standardized until the 1980s when health concerns became more apparent.

Today Firemen and women needs to keep their body hair minimal, so no beards!

POP QUIZ

What is the name of the special flame resistant fabric used to make modern day tunics?

Nomex.

Why would wearing a woollen lancer tunic be bad during a fire?

The woollen lancer tunic became very heavy once it got wet.

What is the use of high-visibility clothing?

To see each other in smoky rooms

What colour helmet does a watch manager have?

White

What do we call our modern firefighting uniform?

PPE (Personal Protective Equipment)

Name 3 materials that firefighting helmets have been made out of:

Cork, Brass, Fibreglass, Steel

Why did the firefighters strike in 1977?

Due to poor pay and working conditions

How long did the 1977 strike last?

8 weeks

What does the Fire Brigades Union do for firefighters today?

Disputes and complaints, health and safety in the workplace, access to training and education, promote equality and fight for pay and decent working conditions.

Who was the first female firefighter to formally be part of a brigade?

Mary Joy Langdon

How many women registered for the Auxiliary Fire Service all together?

70'000

What year was the Fire Brigades Union Women's Committee set up?

1989

What are some of the other jobs firemen do apart from fighting fire?

Flooding, hazardous chemicals, public safety, rescue, car accidents, building collapses

What is the name of the manual pump trucks used during the war?

Green Goddess

What was in the Auxiliary Firefighters uniform pack?

Steel helmet, rubber boots, trousers and waterproof leggings.

What did we use to alert the fire service during the war?

Fire box alarm

Links

Facebook - Scottish Fire and Rescue Service
Twitter - @fire_scot

www.firescotland.gov.uk
www.sfrheritagetrust.org
www.firescotland.citizenspace.com
www.firesafe.org.uk

Hashtag #OURSFRS to send us pictures of your work or to tell us what you thought of the session today.

Collecting Evidence

Evidencing these sessions can be vital to further development of resources and SFRS outreach development.

- Take photographs of creative tasks in progress
- Take photographs of finished work
- Take photographs of learners interacting with objects and displays
- Make notes from one to one conversations about accessibility or suggested changes to the format of the information
- If learners take work away encourage them to post pictures of it on social media (facebook, twitter) and attach the hashtag #ourSFRS

THE AUXILIARY FIRE SERVICE

As the political climate changed in Europe during the late 1930s, an Act of Parliament was passed authorising the formation of a voluntary fire service. The Auxiliary Fire Service (AFS) formed in January 1938 and fire stations were set up in buildings such as schools, garages and factories.

However, since most young men had joined the army, the AFS relied on those too old or too young to go to war. To find more able bodies, the service formally recruited women for the first time and devised a rank system for them. The AFS were issued with one basic uniform - although shortages forced some recruits to wear Post Office uniforms - that included a steel helmet, rubber boots, trousers and waterproof leggings. The most common piece of equipment used by the AFS was the trailer pump, which was originally towed by taxis.

○ THE NATIONAL FIRE SERVICE

During WW2 to provide a unified service throughout the country, all Auxiliary Fire Services were merged with local brigades to form the National Fire Service in 1941. By 1943 over 70,000 women had enrolled in the NFS in the United Kingdom.

After the war, the NFS continued until eventually being disbanded in 1948, however, rather than returning to lots of small brigades again, only one service was established per county.

THE GREEN GODDESS

The Green Goddess machines were not primarily fire engines (AFS members referred to them as 'appliances'); they are more correctly titled "self propelled pumps". Their main role was to pump huge quantities of water from lakes, rivers, canals and other sources into cities hit by a nuclear attack. The machines could be used in a relay system over a number of miles, with Green Goddesses at regular intervals to boost the water pressure. Firefighting was a secondary role.



AUXILIARY SERVICE FIREFIGHTERS

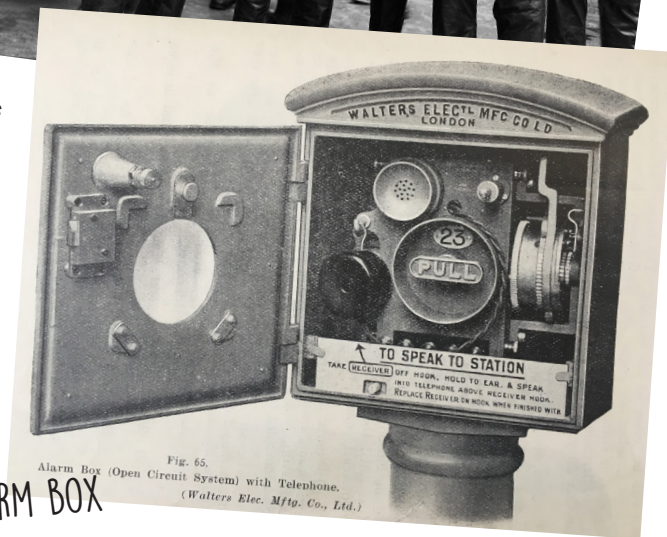


Fig. 65.
Alarm Box (Open Circuit System) with Telephone.
(Walters Elec. Mfg. Co., Ltd.)

WWI ALARM BOX

Alerting the fire brigade had become wire based by the 1900s in populated areas of Scotland at this point however rural areas still often relied on a member of public traveling to the fire station to alert the brigade of an incident. This would often mean the fire service would be too late to arrive at isolated incidents so wire based and telephone alert systems were common by the 1920s.

Wire based alarm systems would be triggered by someone operating a Fire Box Alarm which would be located around a town or city, this would ring a bell notifying the location of the alarm raised and alert the brigade.

➤ REPORTING THE PAST...

On the next sheet are some pictures from a blitz scene during World War 2 - but what is going on? Can you fill in the story? Remember! This is 1940 - it's the Auxiliary Service we will need to call for help and they will be showing up in Green Goddess! Remember the limitations they had with the equipment of the time and to write in the present tense. You will need a catchy headline to get people reading and captions for your photos!



SIGNS OF THE TIMES...RESILIENCE



SINCE THE WAR THE FIRE SERVICE HAS BECOME ACCUSTOMED TO DEALING WITH A LOT MORE THAN FIRES. THESE ARE SOME OF THE BIG ISSUES THEY HELP US DEAL WITH TODAY.

"The Scottish Fire and Rescue Service work in conjunction with partner agencies to plan and train so that we are prepared and resilient in the face of major emergencies and disruptive challenges such as terrorist attacks, major flooding or accidents that can lead to, or result in, crisis."

FLOODING & CLIMATE CHANGE

Our climate is changing and we are dealing with more and more extreme weather. Flooding is common in Scotland with so much rural space. The Scottish Fire and Rescue Service works with communities, farmers and councils to help prevent and rescue during times of flooding and bad weather. Firefighters are experts at getting people out of difficult places!



THREATS TO PUBLIC SAFETY

Fire Services have always expertly handled situations where public safety has been a factor and are often first on the scene to begin rescue. Domestic terrorism has become a more visible issue in the last decade and handling of these threats has become part of raft of skills that Firefighters utilize in their work.

Due to social media, we also see the impact of large scale public fire incidents. When the Glasgow School of Art caught fire in 2015, SFRS were praised for their expert tactics for quickly containing the rapidly spreading fire which threatened 100 years of cultural heritage, and countless works of art. The loss was devastating for the city of Glasgow, but due to the Firefighters quick thinking and skilful training they managed to save the building itself and salvage many items from inside.

ON THE AIR WAVES

Write a short radio report on a modern day fire or rescue incident such as a fire, flood or road incident. Try to keep it to a maximum of 10 lines, but be creative, you're on the radio!

Remember that a radio news segment is usually no longer than 30 seconds long, so make it clear & concise with as much information in as short a time as possible.



Example:

"4 fire crews attended a blaze where 3 were people injured today at a restaurant on Gordon Street. A member of public raised the alarm after witnessing smoke coming from a back entrance at 3pm. The Fire was caused by faulty wiring in a storage room and had trapped cleaning staff who are now in hospital being treated for smoke inhalation. Fire crews were able to rescue the staff and had the fire under control by 4 o'clock. Chief Officer Roberts told us "the cleaning staff were very lucky to escape, incidents like these prove how vital it is to clearly mark exits"

HAZARDOUS MATERIALS

The Fire Service always need to get involved in situations where hazardous chemicals have leaked or been mishandled. As new industries develop and we move more chemicals around the country for production we need to be strict about safety surrounding harmful materials.



HISTORY OF WOMEN IN THE FIRE SERVICE

1878 GIRTON LADIES COLLEGE FIRE BRIGADE

Girton Ladies College was the first boarding university for Women in the UK and to deal with safety on campus formed a student run fire brigade. The women dug a pond on site to facilitate a water source. The Brigade was founded by Hertha Ayrton, an engineer and mathematician.



1914 – 1918 LADIES BRIGADES ESTABLISHED FOR WORKPLACE FIRES AND VOLUNTEER SERVICES

In the mid-30s there were still only 4,272 professional firemen in the whole of the UK, nearly half of them with the London Fire Brigade. The Auxiliary Fire Service however, was 100,000 strong when war broke out in September 1939, a large number of them women.

1938 FORMATION OF AUXILIARY FIRE SERVICES

The Auxiliary Fire Service was formed as many men were leaving for war. By 1943 more than 90,000 women were enrolled in the NFS and were taking on the same work as the men.

1941 AUXILIARY SERVICE BECOMES NATIONAL FIRE SERVICE

By 1943 more than 90,000 women were enrolled in the NFS and were taking on the same work as the men. The service however was disbanded in 1948.



1975 GORDONSTOUN STARTS TRAINING FEMALE FIREFIGHTERS

When Gordonstoun School in Moray, Scotland started accepting girls as well as boys in 1975 they permitted the female students to join the college fire brigade. Women on the brigade were known for attending local farm fires.

"It was just a case of getting on with it".

1976 – MARY JOY LANGDON BECOMES THE FIRST FEMALE FIREFIGHTER TO FORMALLY JOIN THE FIRE BRIGADE

Mary-Joy Langdon was 25 when she joined the fire brigade after responding to an add asking for local help. Here she is in 2012 carrying the Olympic Torch!



> 1978 FORMAL RECOGNITION OF WOMEN BEING ACCEPTED INTO THE FIRE SERVICE

2017 DANY COTTON BECOMES THE FIRST FEMALE FIRE COMMISSIONER OF THE UK

Another landmark for women in the Fire Service. Joining the service in 1988, she has said she didn't find it unusual to join the service.

"Some of the best times you have firefighting are doing difficult, challenging things, and things that people would think is impossible. And when you do crack it and achieve it, the sense of achievement is huge."

1989 FOUNDING OF FBU WOMEN'S COMMITTEE

An important landmark for female firefighters - having representation in the union is crucial for making important changes such as more women's toilets, to better pay and harassment.



EVEN WHEN AT WORK, WOMEN WERE STILL EXPECTED TO LOOK THEIR BEST! MANY PHOTOGRAPHS OF WOMEN FROM THE WAR SHOW THEM MOVING HEAVY GEAR AND SMASHING WINDOWS IN SKIRTS AND HEELED BOOTS. THIS MUST HAVE CAUSED PROBLEMS AND AT TIMES FELT VERY UNCOMFORTABLE.

COULD YOU RE-DESIGN THE WOMEN'S WAR TIME FIRE SERVICE UNIFORM? LOOK AT THE TIMELINE TO SEE WHAT MATERIALS WOULD HAVE BEEN USED IN 1936. TRY TO MAKE IT FLEXIBLE, MAYBE ADD SOME PROTECTION FOR KNEES, AND A GOOD PAIR OF SHOES!

FIRE BRIGADE UNION WOMEN'S COMMITTEE (FBUWC)

Sometimes in the workplace, women have different requirements to men and find different issues more important. This is why it is important for unions to have a proper space for women to be represented when making big decisions about their jobs.

THE FBU WOMEN'S COMMITTEE WILL:

– IDENTIFY, RESOLVE AND PROMOTE ALL ISSUES AFFECTING WOMEN IN THE FIRE SERVICE

– ACTIVELY PROMOTE AND SUPPORT THE FBU'S POLICY OF ERADICATING BULLYING AND HARASSMENT IN THE WORKPLACE

– PROGRESS EQUALITY AND DIVERSITY ISSUES IN THE WORKPLACE

– PROVIDE AND PROMOTE EDUCATION OPPORTUNITIES FOR WOMEN IN THE FBU

– ENCOURAGE WOMEN'S PARTICIPATION IN MAIN STREAM FBU ISSUES

– THROUGH EFFECTIVE INVOLVEMENT IN THE TRADE UNION MOVEMENT, EQUALISE OPPORTUNITIES AND IMPROVE CONDITIONS FOR ALL WOMEN WORKERS



➤ GETTING THE WORD OUT!

CAN YOU DESIGN A LOGO, POSTER OR BANNER TO HELP THE FBU WOMEN'S COMMITTEE COMMUNICATE WHAT THEY ARE ABOUT? WHAT DO THEY STAND FOR? WHAT DO YOU THINK THEY ARE TRYING TO ACHIEVE? IT SHOULD BE COLOURFUL TO ATTRACT ATTENTION, AND SHOULD INCLUDE THE NAME OF THE FIRE BRIGADE UNION WOMEN'S COMMITTEE.

1918 – BEGINNING OF THE FIREMAN'S TRADE UNION

In London the Fire Brigades were part of the National Union of Corporation Workers. In 1918 they won the right to have their own board to represent them and their special interests. Due to this, the London Firefighters left the NUCW and joined with other regional Firefighters to form the Fireman's Trade Union. Hurray!

1930 – THE FTU CHANGED ITS NAME TO THE FIRE BRIGADES

1941 – FIRE SERVICE NATIONALISED

Due to the growing pressure on the fire service because of the wars and bombings, the fire service was taken under ownership of the Government, so it could receive proper national funding.

1977 – FIRST NATIONAL STRIKE ACTION

This was the first time ever the national fire services had been on strike together to oppose the state of wages and working conditions. The strike lasted 8 weeks and the way that firefighters pay was calculated changed forever. More than 90% of fire workers took part in the strike of 77 in order to protest the 10% public sector payment ceiling and the 48hour working week.

1989 – CREATION OF FBU WOMEN'S COMMITTEE

- Identify resolve and promote all issues affecting women in the fire service
- Progress equality and diversity issues in the workplace
- Actively promote and support the FBU's policy of eradicating bullying and harassment in the workplace
- Create and promote a supportive network for women FBU members
- Provide and promote education opportunities for women in the FBU
- Encourage women's participation in main stream FBU issues
- Through effective involvement in the trade union movement, equalise opportunities and improve conditions for all women workers



HISTORY OF THE FIRE BRIGADES UNION



2002 – STRIKE ACTION

In 2002 the FBU felt need to take strike action again due to wages. Although they asked for 40%, after two days on strike they settled for 16%, but with long term 'operational reforms'.

2013 – PENSIONS DISPUTE

Firefighters took action once more to challenge changes to their pensions. The Government wanted to encourage Firefighters to work and extra 5 years, until they were 60, before they could retire, which raised health and safety concerns.



THE FIRE BRIGADES UNION TODAY

The Fire Brigades Union acts as the democratic and professional voice of firefighters across the UK. They actively support firefighters in the workplace with disputes and complaints, they enforce health and safety in the work place, they support access to training and education, they promote equality and of course, fight for pay and decent working conditions.

PICKET LINES & PROTEST BANNERS



THE PICTURE AT THE TOP IS OF GLASGOW FIREFIGHTERS AT THE STRIKE MARCH IN 1977! CAN YOU SEE THE BANNER THAT SAYS 'STRAETHCLYDE FIRE SERVICE'? THIS PHOTO WAS TAKEN IN LONDON OUTSIDE THE TRADE UNION CONGRESS.

DURING THE FIREFIGHTERS STRIKE OF 1977 NOT ONLY DID THE PUBLIC OFFER HUGE SUPPORT, BUT ROCKSTARS DID TOO! THIS IS A BAND CALLED THE PIRATES OUTSIDE ACKRINGTON FIRE STATION POSING WITH THE FIREFIGHTERS.



BANNERS, POSTERS AND SIGNS ARE IMPORTANT IN A PROTEST. IT LETS EVERYBODY KNOW WHAT YOU ARE PROTESTING ABOUT. CAN YOU CREATE A STRIKE POSTER FOR THE FIRE BRIGADE? THINK ABOUT WHY THE FIREFIGHTERS WERE PROTESTING AND THINK OF A CATCHY SLOGAN TO MAKE YOUR POINT STRONG.



PRINCES STREET, EDINBURGH, 1977

THE SCOTTISH FIRE & RESCUE SERVICE TIME CAPSULE

The world is changing a lot right now - but the main thing the Scottish Fire and Rescue Service are concerned with is yours and others safety. A world without the Fire Service would be difficult to live in, can you imagine all the situations where we need firemen and women? All the places that you might need to be rescued from, in car crashes and building tops, if a building collapses, if you're stuck out on a lake, floods and of course, fires!

Now, thinking about what would happen if we lost our Fire Service, write a letter to future generations of young people who need to learn about how important a role they place in our societies.
Include any of the information you have learned about the Fire Service, and draw any objects you think will be important to know about when it comes to dealing with fire and safety!

DEAR 3017...

HISTORY OF THE FIRE SERVICE UNIFORM

1850'S

WOOLLEN TUNICS AND TROUSERS

The first firefighters wore woollen tunic jackets (like in the Navy) and carried an axe. The woollen suit got verrrry heavy when wet. This was called a lancer tunic.

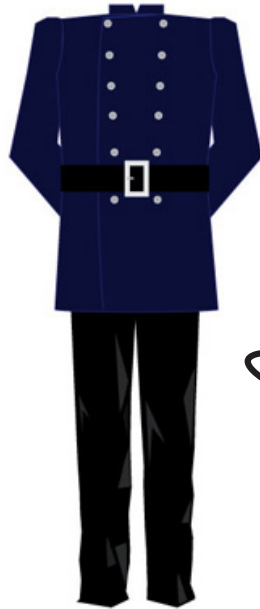


1930'S

RUBBER LEGGINGS

Finally! Rubber leggings are lightweight & dry! Still had that soggy woollen tunic though.

They were very thin so didn't offer much protection from heat and no protection at all to the knees. In fact firefighters were discouraged from kneeling and encouraged to crouch instead!



1980'S

YELLOW LEGGINGS &

A fancy upgrade to the pants. Leggings were made yellow to help firefighters see each other in smoky rooms.



1990'S

NOMEX SUITS

NOMEX is a crazy polymer material that is heat and chemical resistant. It made fire suits much safer, and it is the same stuff that keeps racing car drivers safe, and NASA uses to build space shuttles!



2010

MODERN PERSONAL PROTECTIVE EQUIPMENT (PPE)

Modern PPE is made of a mixture of fire retardant materials. The pants and jacket are shaped and fitted to allow more flexibility and safety. The suits feature high visibility bands around the arms and legs to make firefighters super visible in smoky rooms.

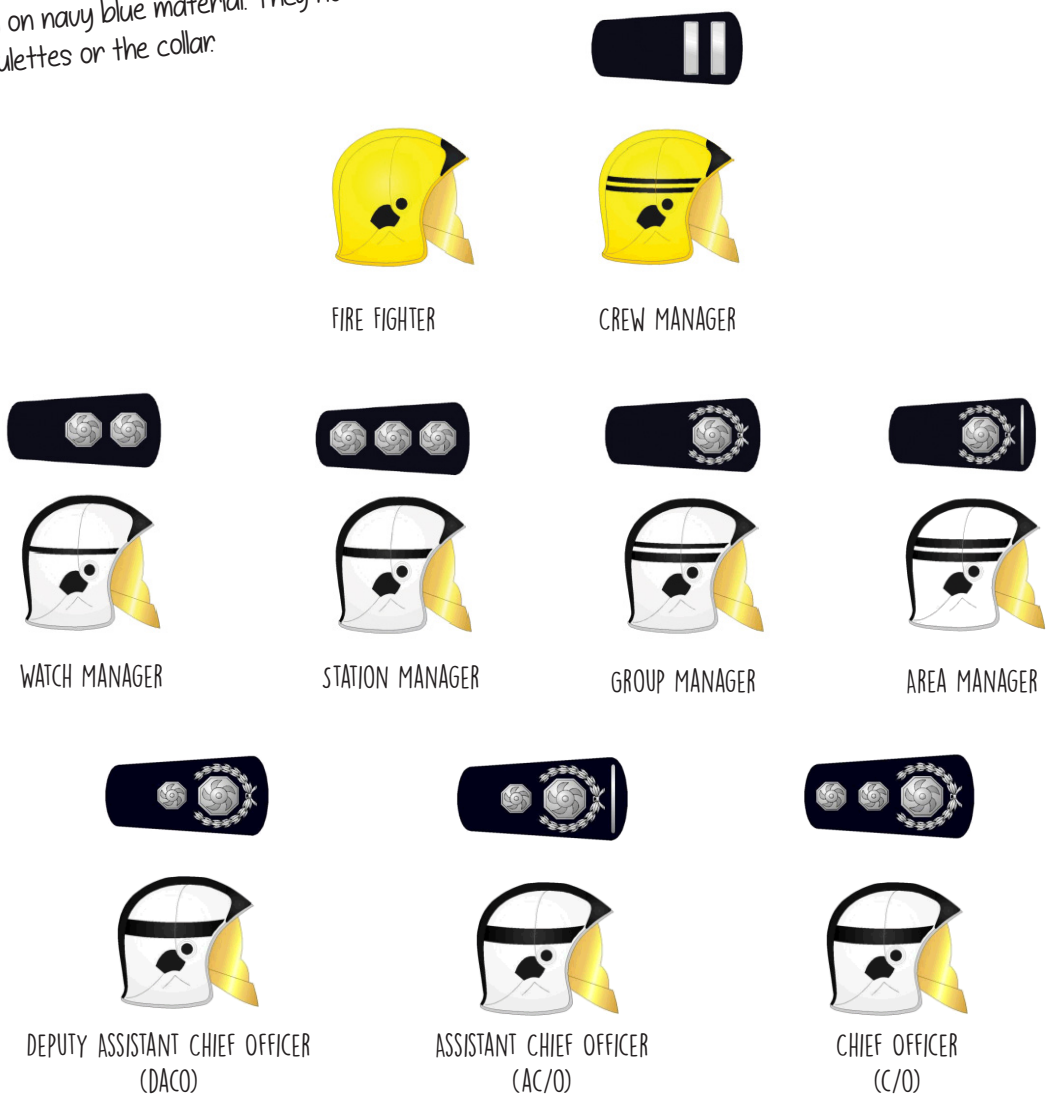


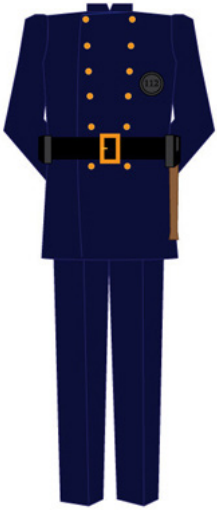


HELMETS & RANKINGS

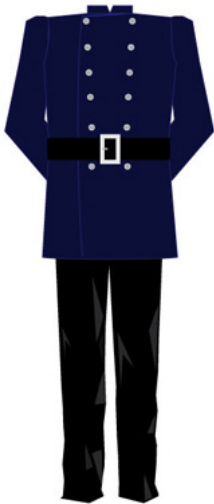
All officers in the fire service wear helmet markings and ranking badges to identify their status in the brigade.

The rank markings are made of chrome metal or embroidery on navy blue material. They now can be worn on the epaulettes or the collar.





CAN YOU MATCH UP THE HELMETS WITH THE SUITS THEY GO WITH? USE THE TIMELINES FOR HELP!



ONCE UPON A TIME IN A FAR AWAY LAND...

The eight pointed star is in fact based on the cross of St John. It originated in the Maltese Cross, the emblem of the Knights of Malta.

They were primarily a charitable, non-military organisation that existed between the eleventh and twelfth centuries. A white or silver cross on a dark background was adopted by these knights or 'hospitallers' as they were known, because of their charity toward the sick and poor in setting up hospices and hospitals.

The Knights of St John eventually moved to the island of Malta and so the symbol became known as the Maltese Cross. The need for an identifiable emblem for the Knights was crucial, because due to the extensive armour which covered their entire body and faces, the Knights were unable to distinguish friend from foe in battle.

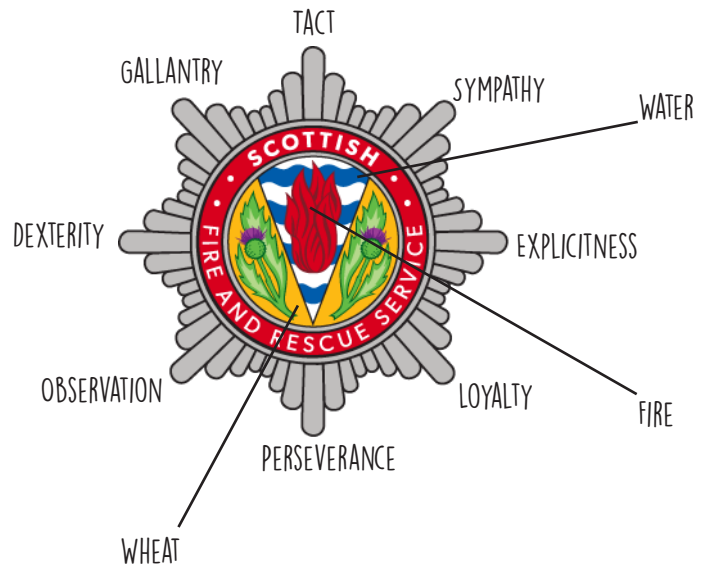
Many Knights of St John were called upon to perform heroic deeds, rescue fellow Knights and extinguish fires. In acknowledgment of their feats of bravery, these Knights wore a Maltese Cross that was decorated and inscribed in acclaim for their actions. It is, perhaps, here that the first association of the cross with firefighters was born.

Wherever the line between myth and truth lies is not exactly known, but it can perhaps be said without contradiction that the Maltese Cross and also any derivatives are regarded as a symbol of protection and courage.

Quite when the star was first used in this country for the badge of a firefighter is not easy to say. The earliest example found is the brass eight pointed star adopted for use by the National Fire Brigades Association in 1887. This Association was, prior to the formation of the National Fire Service in 1942, one of the main organisations that existed nationally and who provided many of the uniform, medal, rules, training and technical standards for fire brigades throughout the country.



THE FIRE SERVICE EMBLEM



The SFRS badge or logo was designed to communicate the values, resources and heritage of the Scottish Fire and Rescue Service. The 8 silver points represent the Maltese Cross, originally representing the Knights of Malta, a brigade of loyal troops in the 11th century known for their chivalry and humanitarian deeds, values shared by the Scottish Fire and Rescue Service.

The illustration of fire in the centre is backed with blue waves representing water and the thistles on a yellow background, representing wheat, relate to the heritage of the Scottish fire service division. The eight points or 'tenets' of the star represent the qualities that every firefighter needs to have



IF YOU WERE TO REDESIGN THE FIRE SERVICE EMBLEM, WHAT VALUES DO YOU THINK WOULD BE IMPORTANT TO COMMUNICATE? HOW MIGHT YOU DRAW THOSE VALUES ON THE EMBLEM? WHAT DO YOU THINK TODAY'S FIRE SERVICE REPRESENTS?

