

Freedom of Information request reference number: 8169.1

Date of response: 22/12/2023

Request:

- *I would like to know if LFB employees have to notify their employer in the case of arrest or whether it is a notifiable occupation?*
- *I would like to know how many employees the LFB have and obtain a breakdown of how many employees have been arrested in the last 5 years (open to discussion re the time frames) and how many of those were domestic related?*
- *What are your processes when an employee gets arrested?*
- *Is there any in-house help available to employees that are struggling with domestic issues at home which may be escalating?*

Response:

Please see my response to each of your queries in turn below:

I would like to know if LFB employees have to notify their employer in the case of arrest or whether it is a notifiable occupation?

The London Fire Brigade is not a notifiable occupation. During the recruitment process and following a DBS (disclosure and barring service) check, the information is reviewed, and a decision is made on what is acceptable. A decision about whether an applicant can continue through the recruitment process is recorded in our records, although details of the conviction itself is not retained by our recruitment team.

I would like to know how many employees the LFB have and obtain a breakdown of how many employees have been arrested in the last 5 years (open to discussion re the time frames) and how many of those were domestic related?

The LFB are not required to hold criminal data unless we are informed by another source or an employee declares criminal conviction which then leads to an internal discipline investigation. Therefore whilst we may hold some conviction data, it is not recorded on our HR system in a way that is easy to search. It would require a manual search of each employee record to identify the nature of the conviction and if it matched any of the offences on your list.

What are your processes when an employee gets arrested?

As mentioned above, as we don't generally hold criminal data, there would need to be a declaration of the criminal conviction that then may lead to an internal disciplinary investigation.

Is there any in-house help available to employees that are struggling with domestic issues at home which may be escalating

We have a counselling and trauma service that staff can self refer to or be referred by a manager. We also have internal support groups for staff who may be struggling these include Mental Health First Aiders and Phoenix Support Group which is available for anyone who is experiencing domestic abuse.

We have dealt with your request under the Freedom of Information Act 2000. For more information about this process please see the guidance we publish about making a request on our website: <https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>