

Decision title

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## Appointment of Interim Director of Communications

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Recommendation by  
Assistant Director People Services

Decision Number  
LFC-0488-D

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Protective marking: **OFFICIAL**

Publication status: Published with redactions

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### Summary

Report LFC-0488 explains that the Director for People has determined that the current communications function is subject to a formal review which will determine its long-term structure and leadership requirements and it is recommended that this review is led by an external interim appointment.

### Decision

That the London Fire Commissioner appoints Mr Mark Mann as the Interim Director of Communications at a maximum cost of [REDACTED] per day (excluding VAT) and costing not more in total than [REDACTED] for a period of 6 months.



**Andy Roe**  
London Fire Commissioner

This decision was remotely signed  
Date on Friday 05 February 2021

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Report title

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## Appointment of Interim Director of Communications

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Report to	Date
London Fire Commissioner	5 February 2021

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Report by	Report number
Assistant Director People Services	LFC-0488

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Protective marking: **OFFICIAL**

Publication status: Published with redactions

If redacting, give reason: To protect the commercial interests of the London Fire Commissioner

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### Summary

The Director for People has determined that the current communications function is subject to a formal review which will determine its long-term structure and leadership requirements and it is recommended that this review is led by an external interim appointment.

### Recommended decision

That the London Fire Commissioner appoints Mr Mark Mann as the Interim Director of Communications at a maximum cost of [REDACTED] per day (excluding VAT) and costing not more in total than [REDACTED] for a period of 6 months.

### Background

1. Recruitment to this post via agency began in early January 2021 with a range of executive interim search agencies approached to source candidates; Gatenby Sanderson, Green Park and Allen Lane. The LGRP (Local Government Resourcing Partnership) Framework was used rather than Hays, as Hays does not specialise in senior appointments.
2. Eleven CVs were put forward and assessed by the Assistant Director for People Services and DRD Partnership, an external PR consultancy firm which provided an initial diagnostic assessment of the current function to aid the review process.
3. Three candidates were put forward for an interview with a panel consisting of the Assistant Director for People Services, the London Fire Commissioner (LFC) and Claire Davidson from DRD Partnership. Candidates also took part in a stakeholder panel with a range of members of staff from the communications function, culture change and operations.

### Recommendation of the panel

4. The panel's recommendation is that Mr Mark Man is appointed as Interim Director of Communications at a maximum cost of [REDACTED] per day (excluding VAT) for a period of 6 months.

### **Finance comments**

5. As set out in LFC-0455, the costs of the interim at up to [REDACTED] are to be met from a combination of the Communications Department budget, using the residual balance on the budget for the Assistant Director, Communications post with any residual requirement to be funded from the Transformation reserve.

### **Workforce comments**

6. The respective Representative Bodies have been consulted on the proposed review of the communications function and the appointment of an interim post to lead this review.

### **Legal comments**

7. Section 1 of the Fire and Rescue Services Act 2004 states that the London Fire Commissioner is the fire and rescue authority for Greater London. Section 327A (5) of the Greater London Authority Act 1999 requires the Commissioner to secure that the London Fire and Rescue Service is efficient and effective. This means the personnel, services and equipment secured by the London Fire Commissioner for the purposes of carrying out the Commissioner's functions.
8. In accordance with Section 5A Fire and Rescue Services Act 2004 (FRSA 2004), the London Fire Commissioner, being a 'relevant authority', may do 'anything it considers appropriate for the purposes of the carrying out of any of its functions'. This is a matter coming within that power

### **Sustainability implications**

9. There are no sustainability implications.

### **Equalities implications**

10. The London Fire Commissioner and decision-takers are required to have due regard to the Public Sector Equality Duty (s149 of the Equality Act 2010) when exercising his functions and taking decisions.
11. It is important to note that consideration of the Public Sector Equality Duty is not a one-off task. The duty must be fulfilled before taking a decision, at the time of taking a decision, and after the decision has been taken.
12. The protected characteristics are: Age, Disability, Gender reassignment, Pregnancy and maternity, Marriage and civil partnership (but only in respect of the requirements to have due regard to the need to eliminate discrimination), Race (ethnic or national origins, colour or nationality), Religion or belief (including lack of belief), Sex, and Sexual orientation.
13. The Public Sector Equality Duty requires the LFC, in the exercise of all his functions (i.e. everything he does), to have due regard to the need to:
  - (a) Eliminate discrimination, harassment and victimisation and other prohibited conduct.
  - (b) Advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it.
  - (c) Foster good relations between people who share a relevant protected characteristic and persons who do not share it.

14. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
  - (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic;
  - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
  - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
15. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.
16. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:
  - (a) tackle prejudice, and
  - (b) promote understanding.
17. Three separate executive interim search agencies were used to attract as wide and diverse a pool of candidates as possible. All three agencies have a track record of attracting candidates from a diverse background using targeted networks and online advertising. Of the eleven candidates that were considered, 55% were female and 45% male, and 9% were from a Black, Asian or Minority Ethnic background. Of those interviewed, 33% of candidates were female and none were from a Black, Asian or Minority Ethnic background.
18. There is no evidence of the process having any adverse impact on those applicants with protected characteristics although the Brigade would recognise that further ongoing work is needed in ensuring that the senior management group represents the wider workforce and community that LFB services.