



LONDON FIRE BRIGADE

Report title

## Appointment of Director for Corporate Services

Report to

London Fire Commissioner

Date

Report by

Assistant Director People Services

Report number

LFC-0646

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I agree the recommended decision below.

**Andy Roe**

London Fire Commissioner

Date **This decision was signed  
remotely on 16 December 2021**

### Summary

Following the resignation of the Director for Corporate Services earlier this year, recruitment for a permanent replacement has taken place.

### Recommended decision

That the London Fire Commissioner appoints Mostaque Ahmed as the Director for Corporate Services, subject to pre-employment checks as defined under the Baseline Personnel Security Standards. A start date is to be confirmed.

### Background

1. Recruitment to this post via agency began in August 2021. Following a tender process, Gatenby Sanderson were successful as the supplier for sourcing the permanent Director of Corporate Services.
2. 29 applications for the permanent vacancy were received and reviewed with 5 candidates being shortlisted by the Director for People and the Director for Transformation. 5 candidates were interviewed by a panel consisting of the London Fire Commissioner (LFC), the Chief of Staff to the Mayor of London, the Executive Director of Resources at the GLA, the Executive Director

Strategy and Communications at the GLA, and the Assistant Director for People Services. Candidates also took part in a stakeholder panel with a range of members of staff from across all directorates.

### **Recommendation of the panel**

3. The panel's recommendation is that Mostaque Ahmed is appointed as Director for Corporate Services subject to pre-employment checks as defined under the Baseline Personnel Security Standards, being completed to the satisfaction of the London Fire Commissioner.

### **Finance comments**

4. The Director for Corporate Services is an established post for which the budget already exists.

### **Workforce comments**

5. The respective Representative Bodies have been consulted on the original proposal when an interim appointment was made, whilst the recruitment for a permanent candidate took place.

### **Legal comments**

6. 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.
7. 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.
8. The appointment of a person the role of Director is considered to be a decision which is 'novel, contentious or repurcussive' and as such falls within the Mayoral Directions 2018 which requires the LFC to consult with the Deputy Mayor, Fire and Resilience. Attendance on the Panel by members of the GLA is accepted as fulfilling this requirement.

### **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. Gatenby Sanderson, who were asked to identify candidates have a track record of attracting candidates from a diverse background using targeted networks and online advertising. In addition, the LFC reached out to networks for underrepresented groups through the external members of the Togetherness Board and the Chair of the Audit Panel.
18. Of the 29 applicants, 72% declared as male with 24% declaring as female. 69% declared as white British, with 14% declaring as white other, and 14% declaring as BAME. 3% of applicants declared having a disability.
19. 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.