



LONDON FIRE BRIGADE

Report title

Monitoring of Health and Safety Performance 2021/22 – Half Year Report

Report to	Date
Operational Delivery DB	26 January 2022
People Board	27 January 2022
Commissioner's Board	09 February 2022

Report by	Report number
Assistant Director, Health and Safety	LFC-0662

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Summary

This is the Health and Safety update and monitoring report for the 12 months to the end of September 2021/22. This report covers performance against a number of key health and safety indicators and measures.

Recommended decision(s)

That the Commissioner's Board notes the report.

Background

1. This is the half year 2021/22 monitoring report. The report provides data on performance, as well as a commentary on the key performance indicators.
2. The report includes an update on:
 - preventive initiatives and interventions;
 - occupational health and wellbeing;
 - workforce liaison (health and safety committees), and
 - premises health and safety audit.
3. The report also includes information on leading indicators of health and safety performance.

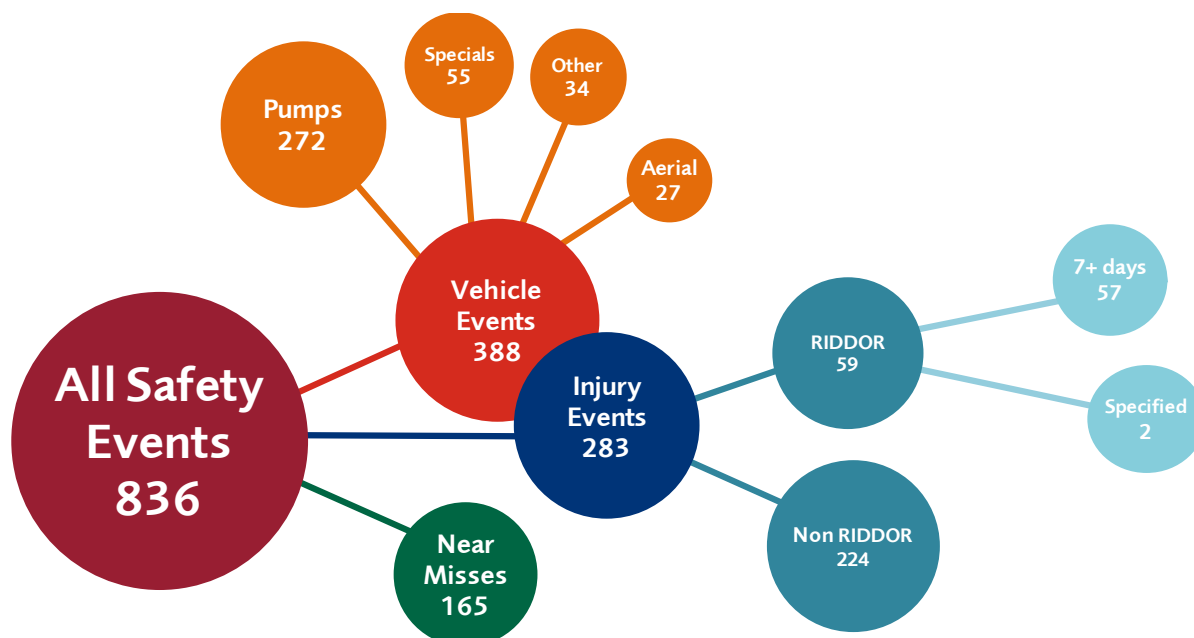
Performance monitoring

- Information for the 12 months to the end of September 2021/22 on the three corporate health and safety performance indicators is set out in table 1, with comparative data for 2019/20 and 2020/21. The five year trend indicator reflects the change in performance since 2016/17. For greater clarity, targets are displayed for all indicators, and performance for the 12 months to the end of September 2021/22 is colour (RAG) coded to show achievement against the normal target (see key below Table 1).
- All safety events for the period, broken down by type and showing the relationship between different types of event, are shown in table 2.

Table 1 – corporate key performance indicators

	2019/20	2020/21	12 month to the end of September 2021	Target 2021/22	Trend over 5 yrs
				normal	
CO 11: RTCs involving Brigade vehicles	434	394	388	415	▼
CO 12: Injuries from operational incidents	125	134	103	116	▼
CO 13: All RIDDOR ¹ injuries	56	51	59	89	▼

KEY	Performance Green – on target	Amber – within 10% of target	Red – more than 10% outside target
Trend	▲ Numbers increasing, good performance trend	▼ Numbers decreasing, good performance trend	▼ Numbers decreasing, poor performance trend
	▲ Numbers increasing, poor performance trend	◄ No discernible trend	



¹ Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013

Performance highlights – corporate indicators

6. In the long term there has been a reduction in RIDDOR¹ injuries to staff, which has been maintained over several years although there has been a slight increase during the reporting period when compared to the last 2 years. The number of vehicle events has also reduced over the last 5 years and the target is being met. The annual performance target for injuries sustained at operational incidents is being met. Key indicators highlights are as follows:
- the total number of **road traffic collisions**² (388) indicates an improvement in performance;
 - the number of **injuries at operational incidents** (103) has reduced during 2020/21 and the target is currently being achieved, and
 - the number of **RIDDOR injuries** (59) has increased when compared to the same period last year, although it is well below the target (89).

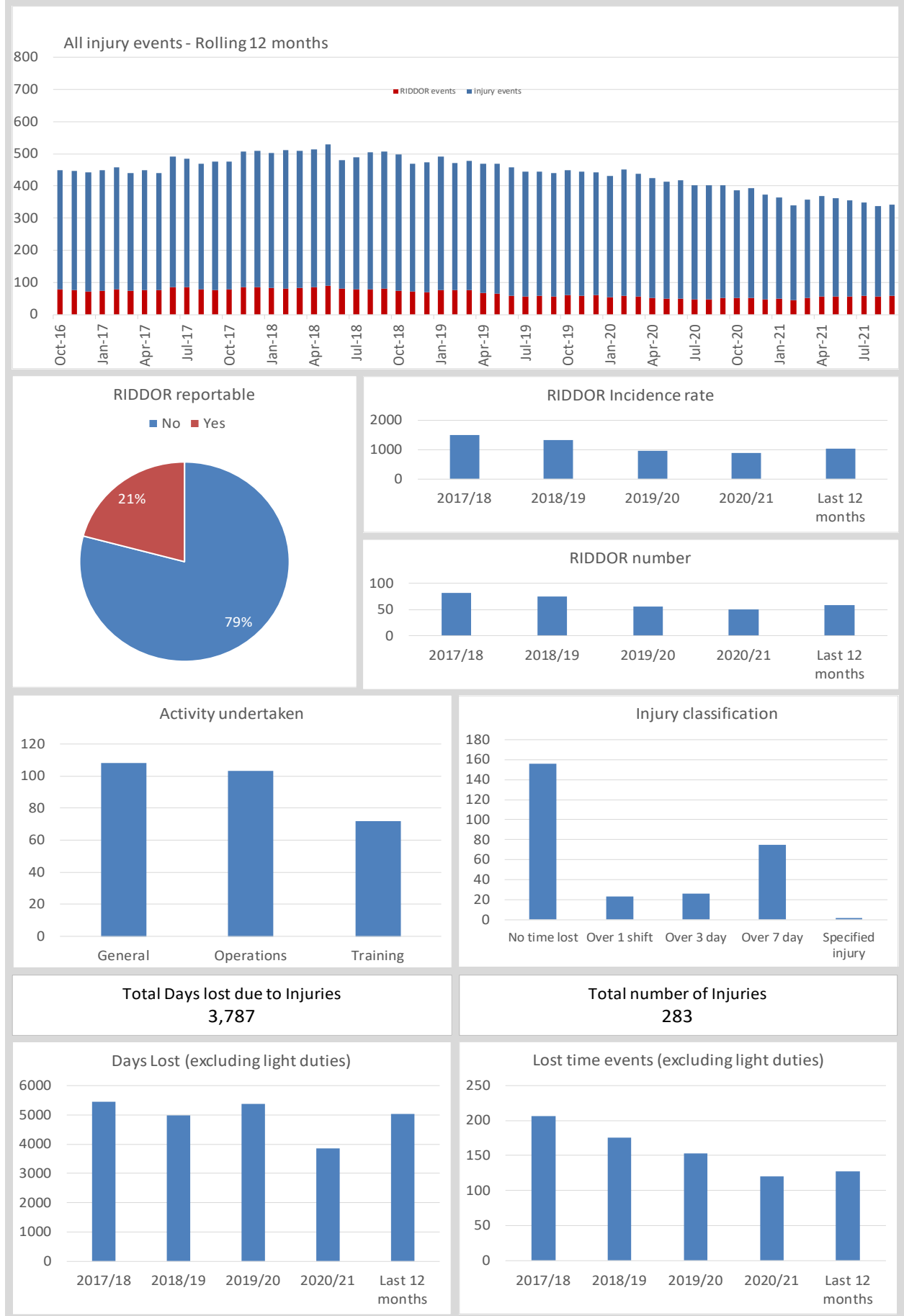
Summary safety event data:

	Q2 2020/21	Q3 2020/21	Q4 2020/21	Q1 2021/22	Q2 2021/22
RIDDOR	Q2	Q3	Q4	Q1	Q2
RIDDOR Injuries (Total)	15	9	17	16	17
- Fatalities	0	0	0	0	0
- Specified	1	1	0	1	0
- Over 7 day	14	8	17	15	17
- Member of the public	0	0	0	0	0
Work Activity (includes ALL injuries)	Q2	Q3	Q4	Q1	Q2
Work Activity – Operations	41	23	26	24	30
- Attending fires	25	15	20	18	12
- Attending RTC	4	1	0	1	2
- Other incidents	12	7	7	5	16
Work Activity – General	36	24	27	28	29
Work Activity – Training	14	10	15	29	18
Vehicle Events (includes all RTCs)²	Q2	Q3	Q4	Q1	Q2
Vehicles events (Total)	118	82	91	121	94

Table 3 - Summary safety event data; showing safety event data by quarter for the current reporting period and the preceding 12 months to allow comparison with the same reporting period from the previous financial year.

² The RTCs involving Brigade vehicles data includes all RTCs with other vehicles and/or with street furniture (regardless of fault) and it also includes all damage done to vehicles on station and at training venues (not on the public highway) that are caused by vehicle movement.

Injury events



Injury events highlights

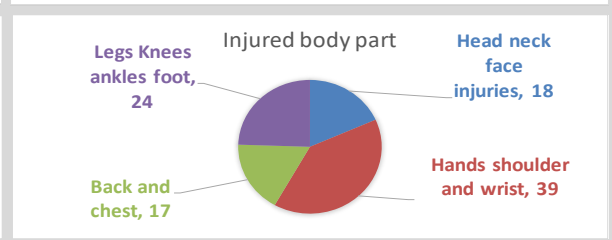
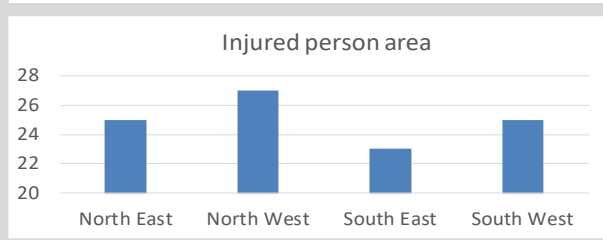
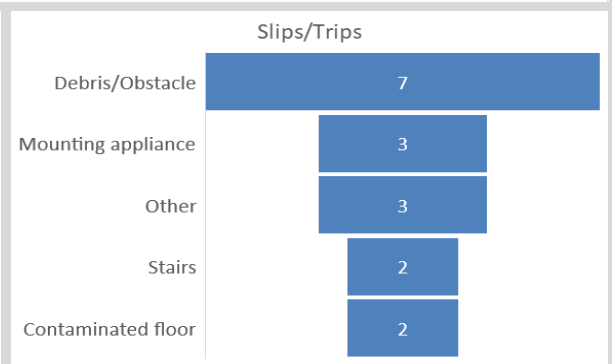
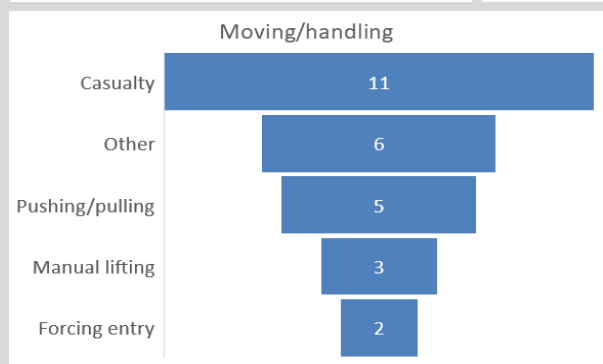
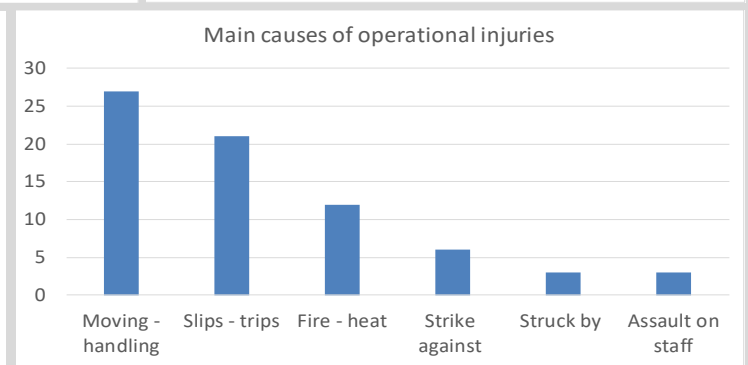
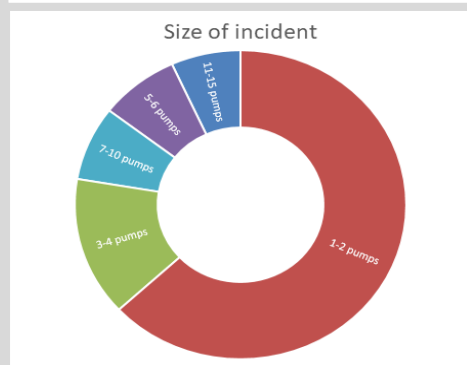
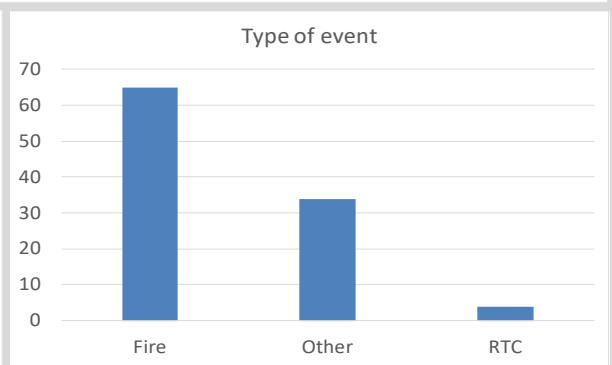
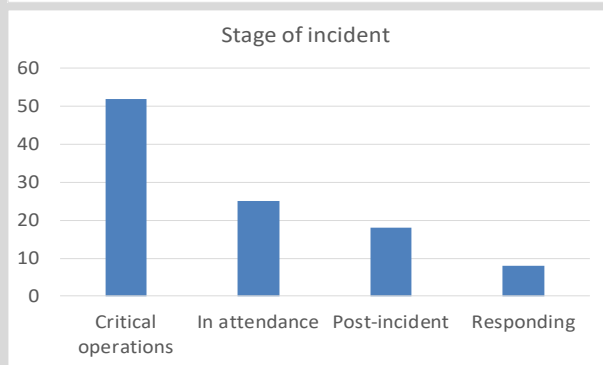
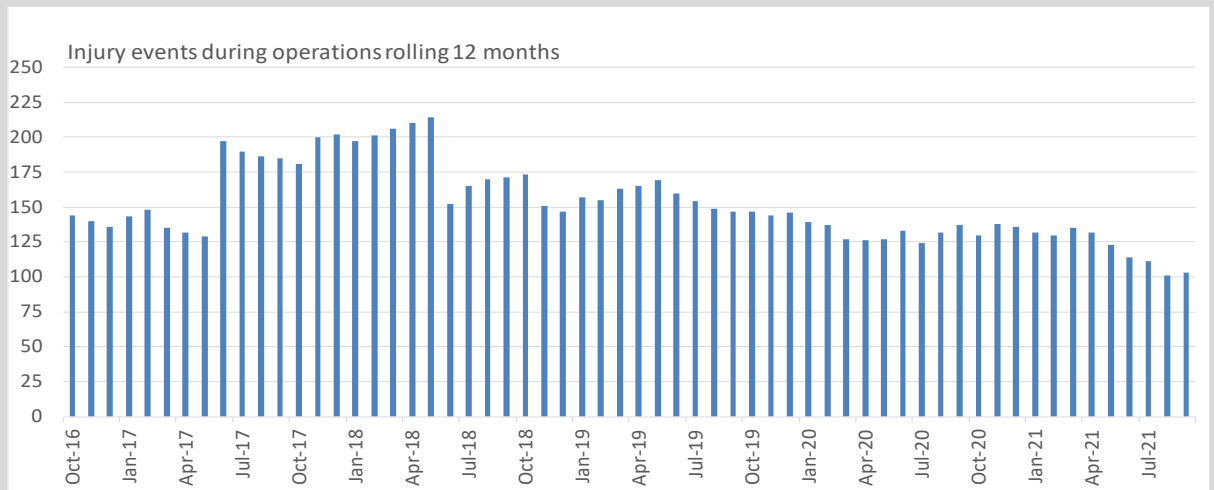
7. Overall, the number of injury events has reduced by 16% when compared to the same period the previous year and 7% when compared to 2020/21. RIDDOR events have increased to 59 events in total, 16% above the outturn for 2020/21 (51). There were 2 specified injuries in the reporting period, including a broken thumb while handling a sandbag at an incident and a punctured lung caused by an impact in the chest with a coupling blown off from a dry rising main during a high rise training exercise. Of the 59 RIDDOR events, 50% (29 events) occurred during operations, 25% (15 events) during general activities and 25% (15 events) during training activities. The RIDDOR incidence rate (expressed as number of RIDDOR injuries per 100,000 employees) has reduced significantly in the last 5 years, reducing from 1496 in 2017/18 to 1032 in this reporting period. RIDDOR incidence rate has however increased by 18% when compared to the 2020/21 reporting period (876).
8. A significant proportion of reported injuries do not result in absence or a loss in working time. Over the last 5 years there has been a reduction in both the number of lost working days and the number of lost time injury events. This reduction can be partly associated with the reduction in "over 7 days" and "specified" RIDDOR events. Specified injuries are generally the more serious injuries that staff suffer (bone fractures for example) and each injury generally causes significant absence. The number of specified injuries has reduced to very low levels, which also contributes to the overall reduction in days lost to injury.
9. 72 injury events occurred during training activities. 34 (47%) were during training events managed by Babcock, the majority of which (16) occurred during BA and real fire training. 13 injuries occurred during fitness training, which is a reduction of 4 events when compared with last financial year.

Management actions to reduce injuries

10. Between 2015/16 and 2019/20 the health and safety team have focused on reducing the number of injuries from slips and trips on our premises and on the incident ground, which was previously the principle cause of injuries to staff. The Brigade introduced a range of control measures to reduce risk from slips and trips over this period, including the specification and introduction of yellow (higher visibility) hose, improving the scene lighting available around the new fire appliances, improving portable scene lighting provision at incidents and introducing specialist slips and trips audits at fire stations to identify and remove slips and trips hazards on fire stations. This has seen the proportion of injuries attributed to slips and trips reduce.
11. Over the same period the proportion of injuries attributed to manual handling as a cause have increased. To target reductions in manual handling injuries the health and safety team have been working with colleagues to reduce the overall weight of commonly used operational equipment, including the breathing apparatus set, the 135 ladder and in the specification for the new lightweight portable pump. The health and safety team have further evaluated manual handling injury data to identify the equipment and tasks most associated with manual handling injuries to identify further interventions that can be targeted at reducing manual handling risk. The team will be focusing on the manual handling of persons (casualties) at incidents to target further reduction in injury.
12. The seatbelt campaign initiated by the Health and Safety team has led to reductions in injuries to firefighters in road traffic collisions. Prior to the start of the seatbelt campaign more than 30 firefighters were injured in road traffic collisions each year and this has reduced to 11 in this reporting period. The seatbelt campaign video and posters produced by the Brigade have been adapted and used by a number of other fire and rescue services in their attempts to improve the wearing of seatbelts amongst their staff.

13. A current focus of the health and safety team has been on improving safety leadership, which is pivotal to effective health and safety management. A range of actions have been taken to set a foundation to both raise awareness and promote effective safety leadership. The first of these actions was to include within the behavioural framework, at all levels (Tiers 1, 2 and 3), specific behaviours focussing on recognising and supporting others in their health, safety and wellbeing and in identifying and mitigating risks to health, safety and wellbeing at individual through to service wide levels. This will be supported by including safety leadership within the leadership development training and in setting individual health, safety and wellbeing objectives within the performance and objective setting conversations. A safety leadership guide for operational staff is being produced in cooperation with the Fire Stations department, which will provide guidance for managers on actions they can take to improve safety. A range of generic health, safety and wellbeing leadership objectives have also been supplied to the Fire Stations department for staff at Group Commander and Station Commander level. Additionally, the health and safety team have implemented regular meetings to discuss health and safety performance with area DACS and AC Fire Stations.
14. In specific response to the serious injury to a firefighter (punctured lung) at a high rise training exercise in this reporting period a range of risk control measures have been put in place to prevent a recurrence. The risk assessment for the training exercise, which was due to be repeated several times was reviewed and all relevant dry rising mains in the venue inspected. The investigation highlighted that there could generally be issues with connecting the dry rising main in buildings to Brigade hose because of the positioning of the latch on the dry rising main. Further information has been provided to crews allowing them to identify when the latch is in a neutral position (neither too loose nor too tight) which facilitates correct engagement of the Brigade hose. Crews are also instructed to double check the latch engagement after checking the hose is engaged. This issue has been recommended to be included in Operational News.
15. A suite of health and safety performance data is available on Power BI to better allow for the identification of trends that can be targeted for proactive intervention. Operational managers (Area managers, borough commanders and station Commanders) now have access to live data enabling them to take prompt management action where a concern has been identified.
16. Further actions to reduce injuries that occur on the incident ground can be found in paragraphs 19 through 23.

Injury events during operations



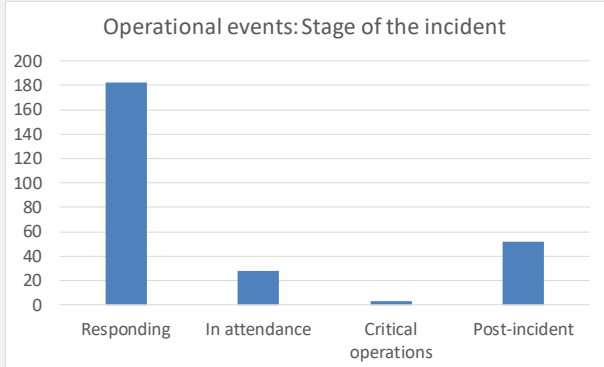
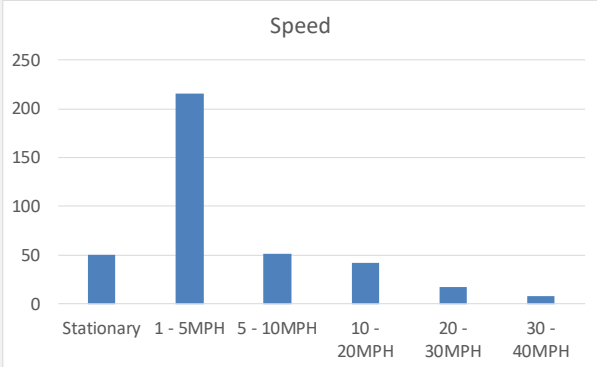
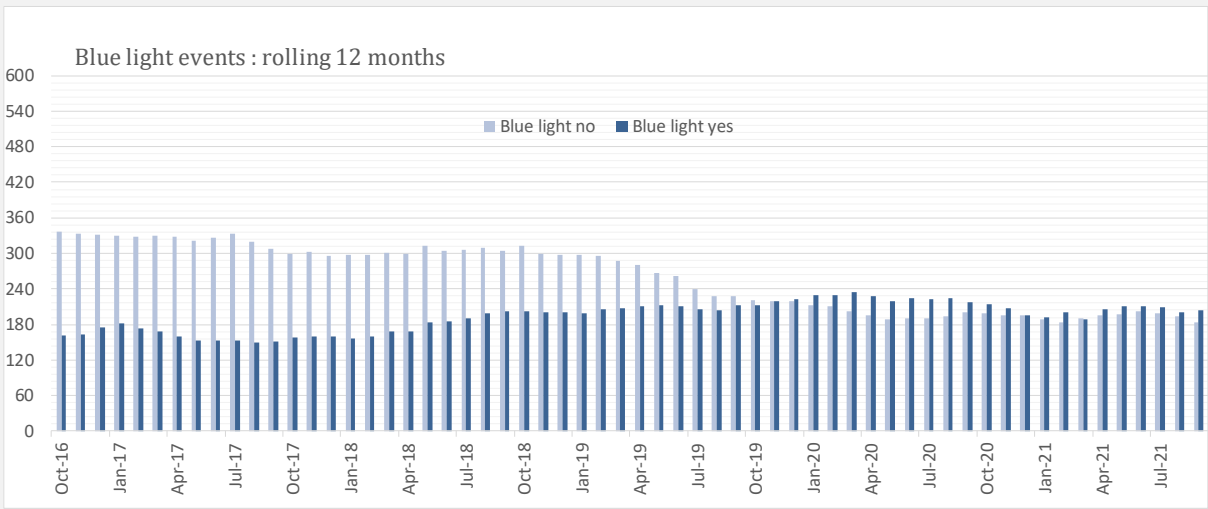
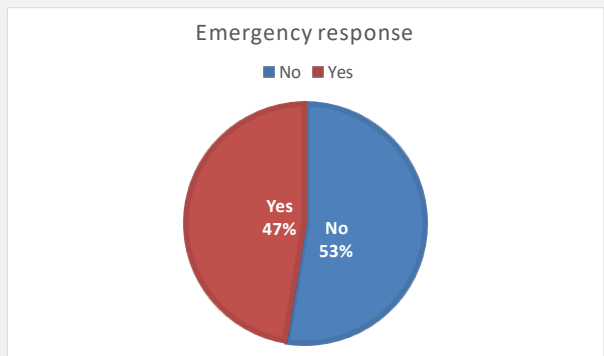
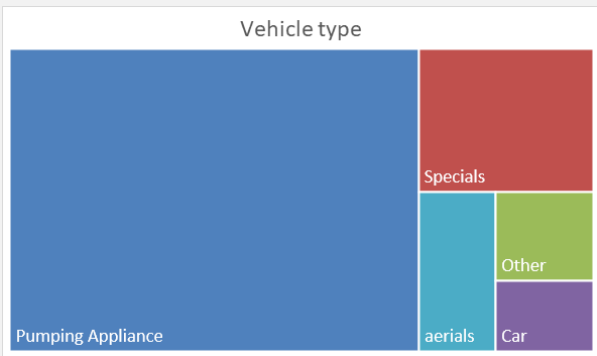
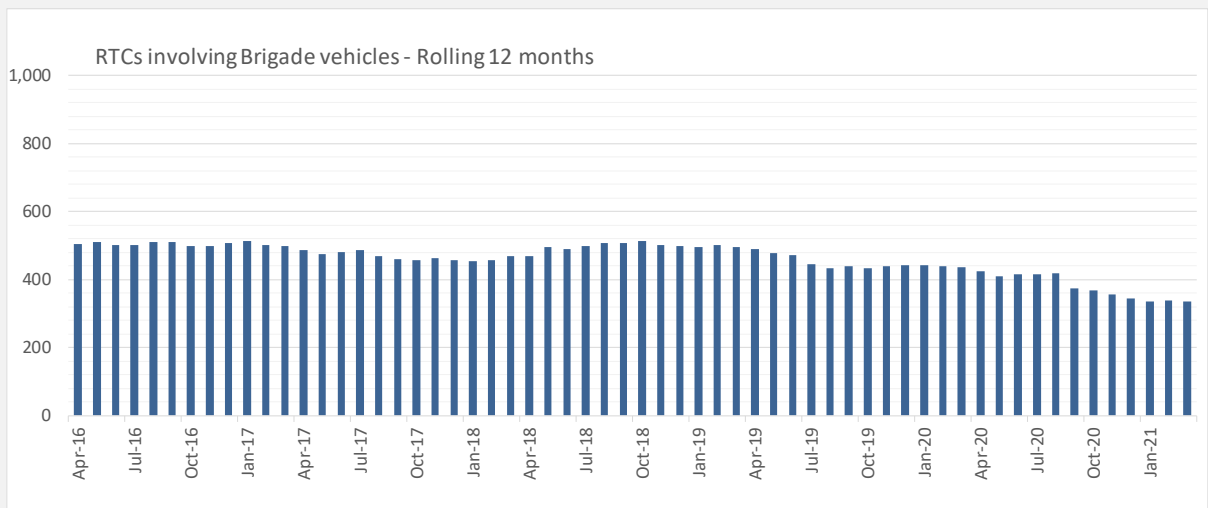
Injury events during operations highlights

17. Injuries that occurred to staff during operations have reduced by 25% (103) when compared to the same period last year. A downward trend can be observed since January 2021 this corporate objective is being achieved. Most operational injuries occur when in attendance at small fires during the critical operations phase of the incident. A total of 1,826 working days were lost due to operational injuries representing half of the total days lost during the period.
18. Despite overall reductions in operational injuries the number of manual handling events during operations remained the same when compared to the same period last year. Concerns remain over the number of injuries that occur during routine operational activities such as casualty handling.

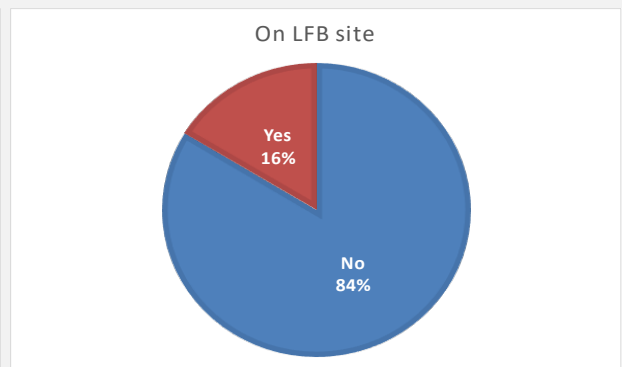
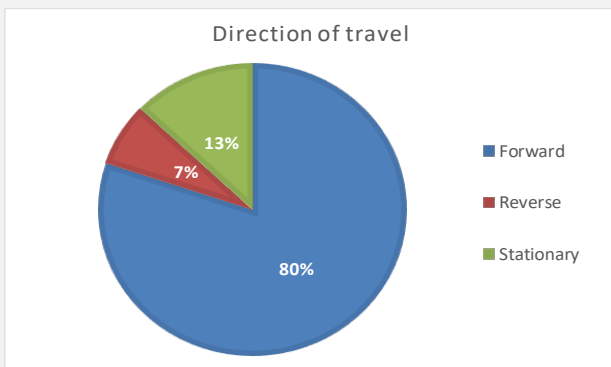
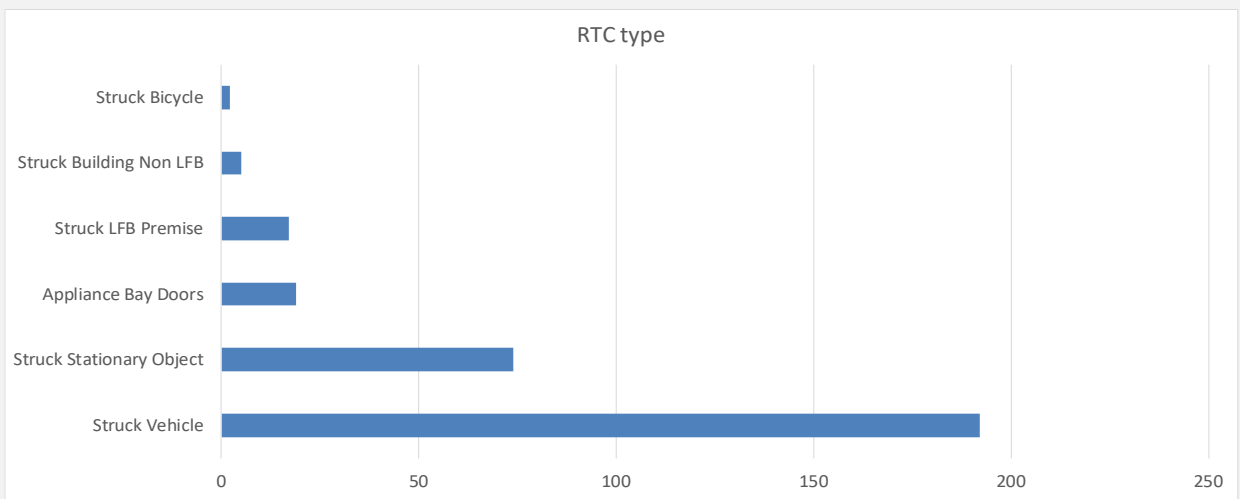
Management actions

19. A range of activities are currently in progress to further target reductions in injuries on the incident ground. The Health and Safety team will be working with colleagues to introduce an improved incident ground safety management model that will see the introduction of operational risk assessment (known as 'analytical risk assessment' in national operational guidance) and the identification of training needs for staff allocated to be safety officers on the incident ground (including Sector Commander Safety).
20. Arising from the investigation into the Grenfell Tower fire and serious accident investigations (SAIs) the specification of breathing apparatus (BA) radios has been reviewed to improve the transmission power available for radios used in the built environment from 1 watt to 4 watts. These radios will be introduced shortly, with other improvements to the BA radio and BA set interface also being brought online soon. This will improve communications on the incident ground, particularly when fighting fires in the built environment. All firefighters involved in BA operations will have a radio rather than just one per BA team.
21. Also in response to Grenfell there has been a variety of work targeted at reducing risk from human factors, which are commonly identified as underlying causes in safety events. A broad range of actions will lead to multiple improvements in safety management including a renewed focus on raising awareness of human factors in incident command and other operational training, improvements to the content, format and accessibility of operational policy and a review of human factors in the selection and promotion of staff.
22. Forcing entry to premises is an activity that has been highlighted as causing a significant proportion of operational injuries and with greater potential to cause specified injuries (more serious injuries such as fractures). Health and Safety have been liaising with operational policy to assist in the review of forcing entry policy, equipment and training with a view to reduce both the frequency and potential severity of injuries.
23. The Health and Safety team are working with Information Management to improve the analysis of health and safety data via Power BI. Work with Information Management to integrate data from Sphera with established incident monitoring data has started in order to better identify trends in operational injuries and target proactive interventions.

Road Traffic Collisions

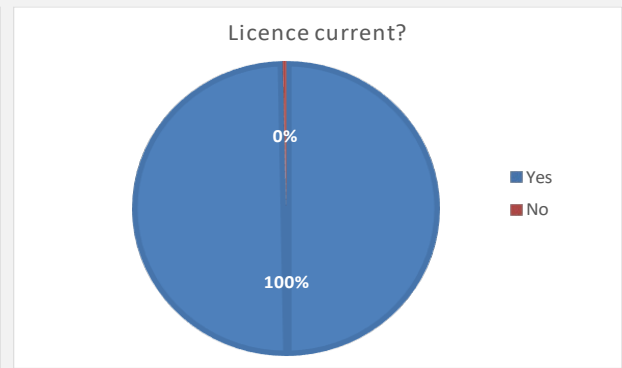
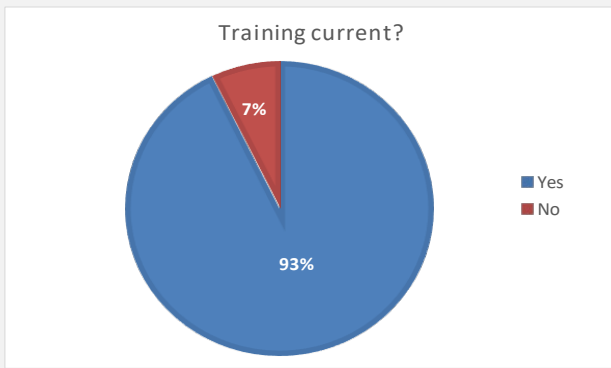
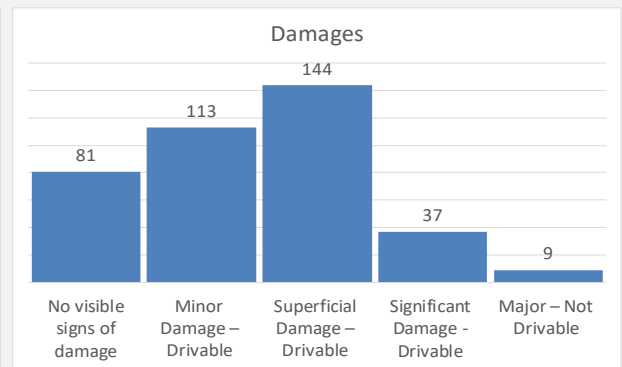
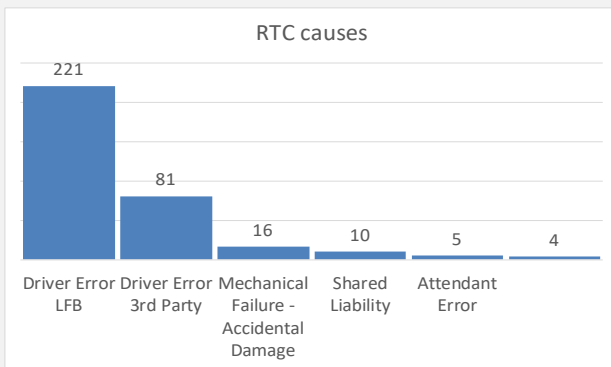


Road Traffic Collisions (Cont.)



Injuries to LFB staff
11

Injuries to members of the public
9



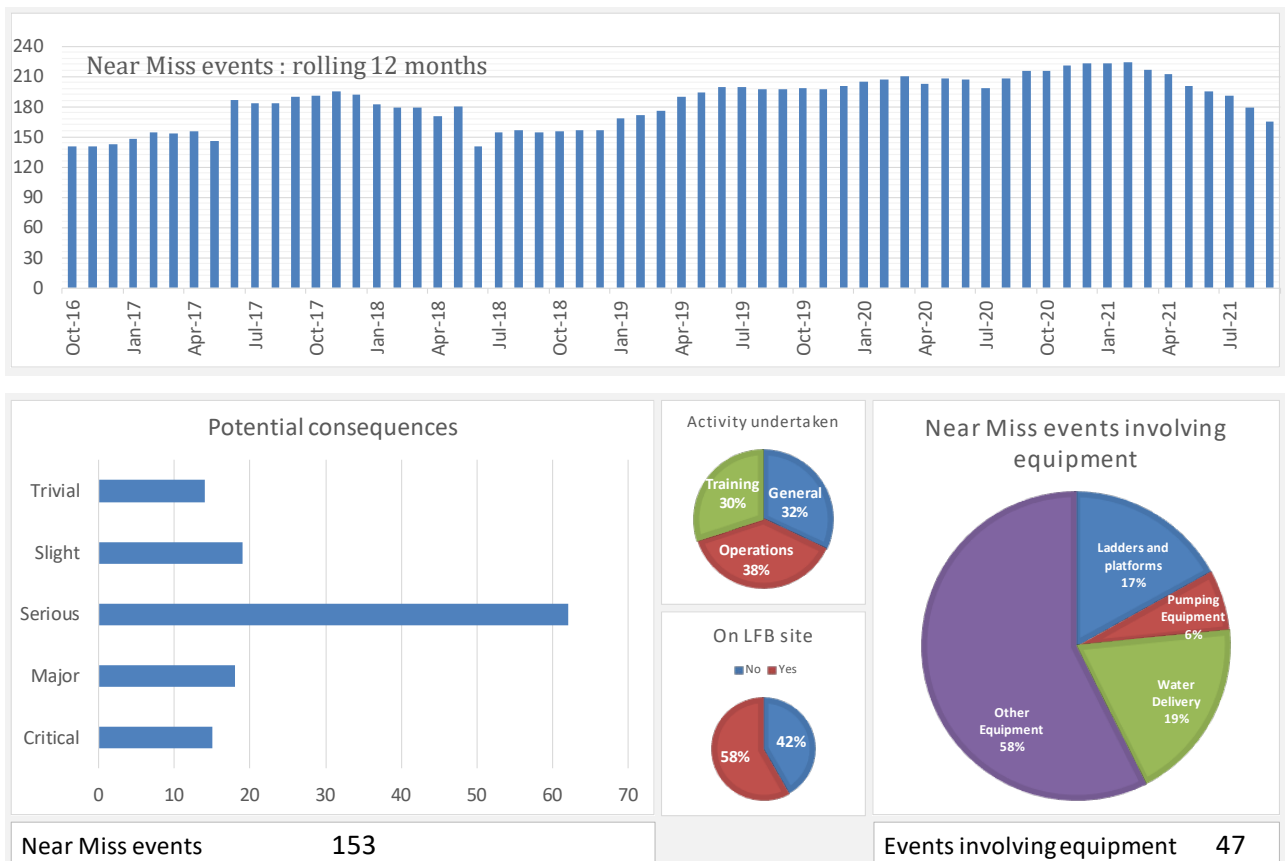
Road Traffic Collisions highlights

24. Performance for the period at 388 vehicle events represents a 12% improvement when compared to the same period last year during which 439 events were reported. The number of events involving pumping appliances has decreased by 7% and we have seen a 6% reduction in the number of blue light events. The majority of these events involved a collision with a third-party vehicle and were recorded as LFB driver error.
25. The number of injuries to staff that occurred in RTCs has increased to 11 during the 12 months to the end of September 2021 (compared with 5 in 2020/21). Injuries to members of the public has reduced to 9 compared to 12 in 2020/21.

Road Traffic Collisions - Management actions

26. The introduction of the series 3 fire appliances saw improvements in the visibility of the appliances to other road users and pedestrians through high visibility Battenberg marking and through additional blue light repeaters/side lights.
27. The Emergency Response Driver refresher training programme started in Q2 2017/18. This training includes a reassessment of driver skills in accordance with the Joint Emergency Services High Speed Driver Training (HSDT) codes of practice. A significant proportion of staff have completed the Emergency Response Driving Revalidation training for appliances (over 95%) and cars (over 90%).
28. The Management of Occupational Road Risk (MORR) group has continued to meet during the period. This meeting is designed to bring together various stakeholders with potential to influence occupational road risk including fleet design and maintenance, driver policy, driver training and the monitoring of trends in order to further reduce road traffic collisions. The Health and Safety team continue to analyse RTC data and raise any issues with the MORR group to target areas of specific risk. More recently this has been focussed on driver behaviour at junctions, red traffic lights and pedestrian crossing points.
29. CCTV systems are now in operation on Brigade fire appliances. The Health and Safety team has already started seeing benefits in the quality of investigation of road traffic collisions, defensibility in third party claims and in providing evidence to the police in circumstances of thefts of equipment from brigade vehicles. The Health and safety team is currently working with Fleet colleagues to investigate any potential to improve CCTV data collection by enabling wireless functionality on the CCTV systems.

Near misses



30. The number of near misses reported has decreased during the period. This is not a positive sign because near misses allow the Brigade to improve the identification of emerging trends and proactively implement risk controls to prevent injuries or damage.
31. Data shows that staff are more likely to report a near miss in relation to their fire station work environment than in relation to operations on the incident ground, despite the majority of safety events occurring during operations.

Management actions

32. The Health and Safety team have introduced a new Station Officer role to focus on the evaluation, allocation for investigation and follow up of actions associated with near miss events in order to better identify trends that can be targeted for proactive intervention at an organisational level.
33. Staff will shortly be able to use the tablets on appliances and mobile devices to report injuries, road traffic collisions and near misses through the safety event reporting database (SERD, provided by Sphera).
34. When the mobile reporting of safety events becomes available on the incident ground the Health and Safety team will communicate to relevant staff to further encourage reporting of near misses.

Emerging trends and risks

35. **Attacks on Brigade staff** recorded on the Incident Monitoring System (IMS) have decreased in 2020/21 as detailed in the table below. This was mainly caused by a decrease in the number of reports of verbal abuse and physical abuse against firefighters when attending incidents. The number of physical injuries caused by acts of physical violence remained low during the period with only 1 event resulting in an injury. It will, however, need to be closely monitored as additional preventive measures might be needed in the future.

Attack Type	2018/19	2019/20	2020/21	Q1&Q2 2021/22	October 2020 to September 2021
Harassment	7	4	3	3	4
Objects thrown at firefighters/appliances	6	5	5	2	4
Other acts of aggression	9	5	13	9	9
Physical abuse	6	5	7	3	4
Verbal abuse	66	57	94	49	81
Grand Total	94	76	122	66	102

36. The Brigade are currently reviewing policy on work-related violence and in particular the provisions of the Assault on Emergency Workers (Offences) Act brought in 2018, which increases sentencing powers for offences of common assault and battery committed against an emergency worker.
37. The health and safety team have raised this increase of attacks on Brigade staff with the communications team in order to identify any opportunities for a campaign to proactively reinforce the Brigade's commitment to tackle workplace violence against our staff.
38. The risk to staff from **fires involving lithium ion batteries** in electric vehicles and in building energy storage solutions continues to escalate as their use becomes endemic and their inclusion into other services such as trains and uninterrupted power supplies (UPS). This growth is expected to accelerate, which is reflected in the increasing number of incidents attended that involve this technology. Information on the general hazards associated with lithium battery technology has been provided to staff but there is still a gap in the availability of national guidance on the operational response to these incidents.
39. A dedicated Chartered Safety Advisor has been tasked with maintaining an overview of this risk. They have introduced the Metropolitan Police's forensic collision leaders to relevant Brigade staff to ensure everyone has an understanding of each other's capabilities in regard of electrical vehicle (EV) incidents as well as the different assistance requests that may occur due to the complexities and dangers of such incidents which are likely to increase as the use of EV's expands within London.
40. The Health and Safety team are working closely with colleagues in Operational Policy to establish a better understanding of the risks and proposed operational response to these incidents. This has included discussions with the contract lead on vehicle recovery within London as the ability to hand over responsibility from the Brigade to others at such incidents can be compromised due to the instability, and propensity to reignite, of damaged lithium ion batteries.

41. **Arrangements for the provision of first aid and for the evacuation of staff in an emergency from Brigade premises** (i.e. premises other than fire stations where fire safety, support or control staff are located) has recently been highlighted as an issue. It has been noted that the numbers of staff trained to perform first aid or fire warden duties on Brigade premises has reduced as staff have not been routinely identified to attend training. The coronavirus pandemic and flexible working arrangements, with working from home now more prevalent, has exacerbated the issue as trained staff may not be available in Brigade workspaces at the same frequency.
42. Together, the Health and Safety, Property and Training teams have worked with persons in control of premises to identify volunteers willing to undertake first aid and/or fire warden duties and to prioritise them for training. Training courses are scheduled for Q3 and Q4 of the 2021/22 that will see the numbers of staff available to undertake these duties increase. An annual allowance will be paid to staff who volunteer for both roles on the basis that they regularly attend a Brigade workspace to carry out these duties.

Work-related health and wellbeing

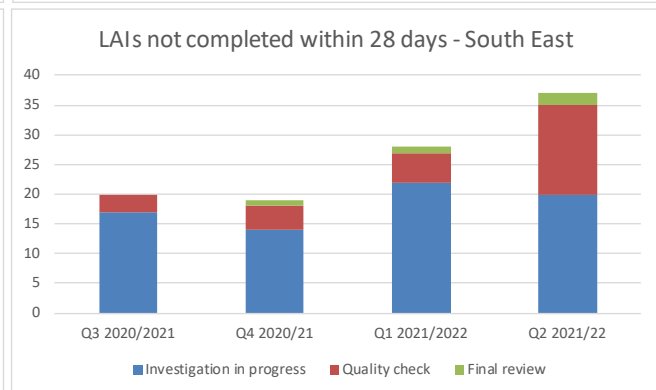
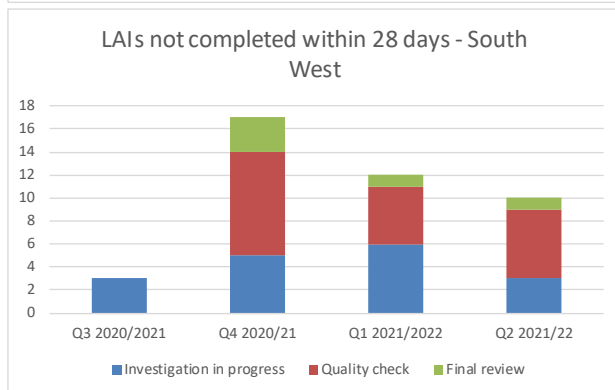
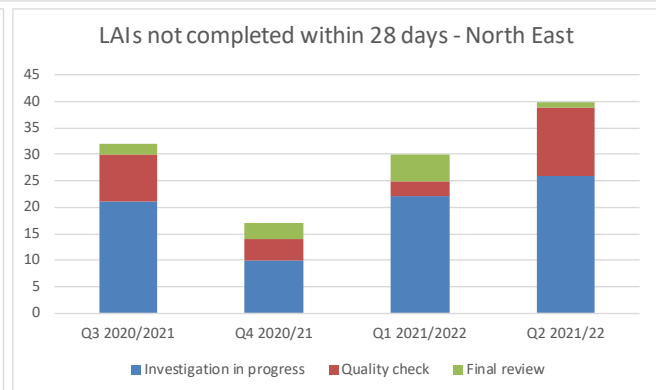
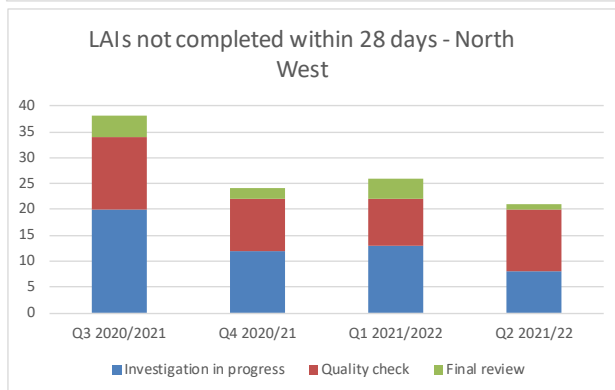
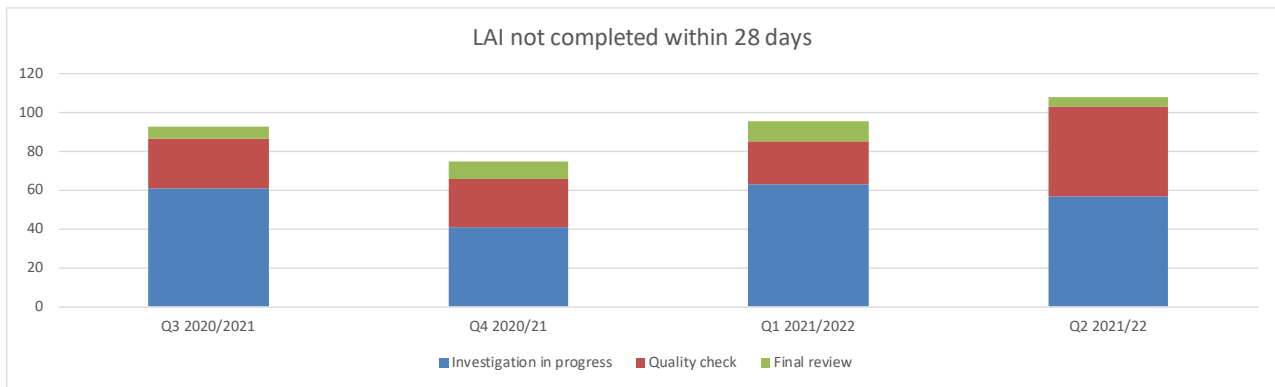
43. **Covid risk management**; the coronavirus pandemic continues to form a major part of the work of the health and safety team as Government workplace guidance changes over time and risk assessments and risk control measures to reduce the risk from coronavirus infection need to be reviewed to ensure they are proportionate to the current risk from the virus.
44. **Incident ground air monitoring**; work continues to manage the risks from exposure to the carcinogenic products of combustion (contaminants). The Health and Safety team are currently working with Brigade scientific advisors to monitor air quality on the incident ground at key locations such as the BA entry control point, the pumping bay of the appliance supplying water and the command unit to determine the risk to staff from smoke in these areas. Mobilising arrangements for scientific advisers and the measurement protocols have been agreed. It has proven difficult for the scientific advisors to manage to attend the incidents in time to complete a thorough and effective survey of the risks to staff. Further work is required to review other opportunities for competing these surveys.
45. **Grenfell Firefighter Study**; the Grenfell Firefighter Study(GFS) being completed by Imperial College in collaboration with the Brigade has commenced. Approximately 300 staff have already attended appointments at the Royal Brompton hospital with more programmed to attend over the coming months. Unfortunately, COVID restrictions have meant that the number of staff that can be seen each week has been reduced but Imperial College have received further funding to extend the research so that as many staff as possible can still be seen. Further requests for volunteers, with a target of over 1,000 attendees, will be periodically advertised on the intranet and through other targeted communications. The GFS team are currently finalising arrangements with the Medical Research Council (MRC) Toxicology Unit at the university of Cambridge to explore the hypothesis that occupational fire smoke exposure causes changes in DNA in firefighters that may increase cancer risk.
46. **5G masts electromagnetic fields (EMF) measurements**; working with Property, EMF measurements were conducted on 2 LFB sites to ensure the exclusion zones were appropriate to control the risks to staff from exposure to non-ionising radiation. Following this investigation it has been confirmed that mast installations on Brigade premises do not present significant risk to staff or the public using our sites. Guidance related to aerial ladder platform training in

station yards, and the control of this risk to staff during operations at high rise incidents are now being reviewed.

47. **Working from home**; due to the coronavirus pandemic working from home has been essential for a large proportion of staff. Working from home is likely to be sustained at a higher level even when the coronavirus pandemic is controlled. The health and safety team have been monitoring individual risk with regard to working from home, providing advice to staff about working safely and comfortably, and where required ensuring that relevant additional equipment is provided for staff. The Wellbeing team have also made a range of videos and information available to assist with staff comfort while staff are working from home. ICT have been delivering better tablets, monitors and keyboards to staff for their use at home. The Wellbeing team have introduced new Flexible Working policy, which incorporates further guidance and support for staff when working from home, including an allowance to buy personal equipment such as an office chair to improve comfort.
48. **Raising awareness of job roles with occupational health practitioners**; A joint project has started between Health and Safety, the Wellbeing team and the Chief Medical Officer of our occupational health provider to match individual job role characteristics with the demands that will be placed on the employees undertaking such roles. This will encompass physical demands as well as the psychological pressures a particular job role will involve. This long-term project will hopefully result in a better match of individuals against any specialisms that will be required from them.
49. **Enhanced Routine Periodic Medicals (ERPM)**; The recently introduced ERPM is now being provided for Brigade staff who are exposed to real fire training environments for extended periods. It is intended that the provision of this more comprehensive health check will be offered to operational staff within other higher risk groups when practical.

Leading indicators

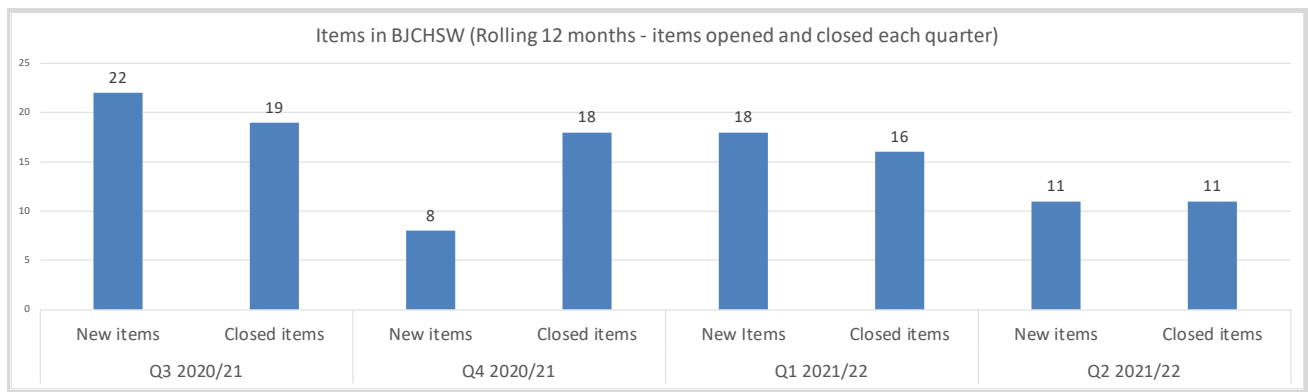
50. The number of late **local accident investigations** detailed in the table below remain high and the health and safety team are focussing on reducing this number by discussing this issue with area DACs during quarterly H&S review of performance meetings. Events under the *Investigation in progress* column are those still under investigation by the local accident investigator (LAI); events under the *Quality check* column are being reviewed by the person undertaking the quality check and those under *final review* are events awaiting closure by the Health and Safety team.



51. The number of local accident investigations not completed within the 28 days required by policy has increased over the period. Closer monitoring by area performance teams is needed to reverse this trend.
52. No **premises health and safety audits** have been conducted since March 2020 due to the coronavirus pandemic. Audits are scheduled to recommence in this financial year when COVID restrictions are eased.

Workforce liaison (Brigade Joint Committee for Health, Safety and Welfare, BJCHSW)

53. Brigade Management have continued to meet regularly during the 12 months to the end of September 2021 with staff side safety representatives regarding health and safety issues relating to operational policies and procedures as well as the introduction of new equipment and initiatives. The table below gives a picture of the volume of issues being introduced as consultative items and the volume of issues being closed over the last year.



Conclusions

54. For the 12 months to the end of September 2021, performance on the key indicators showed that:

CO 11: RTCs involving Brigade vehicles has reduced and was below target at the end of the period (actual - 388 and target - 415);

CO 12: the injuries from operational incidents has decreased and the target is currently being achieved (actual - 103 and target - 116), and

CO 13: the all RIDDOR injuries total is being met despite a slight increase when compared to the same period the previous year (actual - 59 and target - 89).

Equality impact

55. 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 taking decisions. This in broad terms involves understanding the potential impact of policy and decisions on different people, taking this into account and then evidencing how decisions were reached.

56. 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.

57. 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, Sexual orientation.

58. The Public Sector Equality Duty requires us, in the exercise of all our functions (i.e. everything we do), 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, and
- c) Foster good relations between people who share a relevant protected characteristic and persons who do not share it.

59. 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, and
 - 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.
60. 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.
61. 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
62. An Equality Impact Assessment (EIA) has been undertaken to evaluate the health and safety monitoring data and to identify whether there is any disparity in the prevalence of injury or road traffic collision for staff with protected characteristics. The EIA showed that there were slight increases in prevalence of injuries for staff in certain groups and in the prevalence of vehicle events (including road traffic collisions) where the driver had certain characteristics. It should be noted that in each case the effect size or impact was small and may not be significant statistically if tested. The effects were however visible in the data.
63. With respect to workplace injuries there was a slight increase in the prevalence of injury for women, those identifying as lesbian or other sexual orientation, staff who had disclosed they have a disability (and particularly learning disabilities and progressive or long medical conditions) and staff identifying as white.
64. With respect to vehicle events (including road traffic collisions) there was an increase in the prevalence of vehicles events where the driver of the vehicle was male, had disclosed a disability (and particularly learning disabilities) and staff identifying as white, mixed or black and black British.
65. Separate EIA's are not required for the current workplace policies, work activities or initiatives that are referenced in this report as they will already have had an analysis of equality impact conducted as part of their development where required.
66. This report is consistent with the Brigade's aims under the Diversity Policy and Equality at Work – Code of Practice to behave in a professional manner and impose professional standards on our staff. Monitoring and managing the impact of safety events enables the Brigade to develop a workforce that is well trained, motivated and respectful to one another. This will not only help us to provide more responsive services, but it will also help to build confidence in each community of a professional and representative workforce.

Procurement and Sustainability

67. There are no implications for procurement arising from this report. The report is consistent with the objective under the Brigade's Sustainable Development policy to 'promote and encourage good health and physical, mental and social wellbeing' through business as usual activities detailed in the report, and the monitoring of performance data to reduce the impact of injuries and other safety events.

Workforce impact

68. This report provides information relating to the performance of the Brigade against key health and safety indicators. No specific consultation with the workforce has been undertaken in the preparation of this report but the report is made available to trade unions via the Brigade's Committee for Health, Safety and Welfare (BJCHSW) following approval.

Finance comments

69. The Chief Finance Officer has reviewed this report and has no comments.

Legal comments

70. Under section 9 of the Policing and Crime Act 2017, the London Fire Commissioner (the "Commissioner") is established as a corporation sole with the Mayor appointing the occupant of that office. Under section 327D of the GLA Act 1999, as amended by the Policing and Crime Act 2017, the Mayor may issue to the Commissioner specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.

71. This is a performance monitoring report for noting only, therefore no direct legal implications arise.

72. The Commissioner is under a statutory duty to comply with the Health and Safety at Work etc. Act 1974 ('the Act'). Section 2 of the Act imposes a general duty on the employer to 'ensure, so as is reasonably practicable, the health, safety and welfare at work of all of his employees.' This general duty extends (amongst other things) to the plant and systems of work, the provision of information, instruction, training and supervision, and to the provision and maintenance of a working environment that is, so far as reasonably practicable, is safe, without risks to health, and adequate as regards facilities and arrangements for welfare at work.

73. In accordance with Section 2(6) of the Act, it is the employer's duty to consult any such representatives with a view to the making and maintenance of arrangements which will enable him and his employees to co-operate effectively in promoting and developing measures to ensure the health and safety at work of the employees, and in checking the effectiveness of such measures.

74. The work undertaken and described in this report discharges the aforementioned duty and contributes towards the Commissioner's compliance with other obligations set out in the Act and subordinate legislation made under it. Measuring performance on Health and Safety matters also enables the Brigade to remain efficient and effective.

Consultation

Name/role	Method consulted
General Counsel's department	Email and draft report

Name/role	Method consulted
Finance department	Email and draft report
People Services (Equality Manager)	Email EIA