

**Freedom of Information request reference number:** 6313.1

**Date of response:** 18 February 2022

**Request:**

*The term 'firefighter' in all the questions below refer to those in the role of firefighter and all operational uniform staff roles (e.g., Crew Manager, Watch Manager). The term also refers to both wholetime and on call staff. The questions also extend to Service Control when applicable.*

- *What is the total establishment of firefighters in your F&RS?*
- *What percentage of your firefighters are men?*
- *What percentage of your firefighters are women?*
- *What percentage of your firefighters are White men? What percentage of your firefighters are White women? What percentage of your firefighters are Black men? What percentage of your firefighters are Black women? What percentage of your firefighters are Asian men? What percentage of your firefighters are Asian women? What percentage of your firefighters are Mixed men? What percentage of your firefighters are Mixed women?*
- *How many firefighters are you aiming to recruit in your F&RS in the next 3 years (2022, 2023, 2024) Please provide any details of positive action initiatives your F&RS may currently have in place.*
- *Has your F&RS made any commitment to recruiting certain numbers from ethnic minority communities in the next 3 years (2022, 2023, 2024)?*
- *What firefighter recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable.*
- *What staff recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable. What firefighter promotion processes are scheduled for 2022 (of all ranks)? Please provide dates if applicable.*
- *How many new firefighter recruits is your F&RS aiming to recruit in 2022?*
- *How many individuals are the F&RS expecting to apply to each promotion scheme in 2022?*

**Response:**

Please see my response to your queries in turn below:

- *What is the total establishment of firefighters in your F&RS?*
- *What percentage of your firefighters are men? What percentage of your firefighters are women? What percentage of your firefighters are White men? What percentage of your firefighters are White women? What percentage of your firefighters are Black men? What percentage of your firefighters are Black women? What percentage of your firefighters are Asian men? What percentage of your firefighters are Asian women? What percentage of your firefighters are Mixed men? What percentage of your firefighters are Mixed women?*

The LFB publish detailed information about our workforce composition online via the London Datastore. An overview can be found on the 'HR Statistical Abstract' which can be accessed via the following link: <https://data.london.gov.uk/dataset/hr-statistical-abstract>

More detailed information can be found in the Corporate Performance digest, which is also published on the London Datastore. The current corporate performance digest for 2021/22 can be accessed via the following link: <https://data.london.gov.uk/dataset/--lfb-financial-and-performance-reporting-2021-22>

Information for earlier years can be found using the links below:

2020/21

<https://data.london.gov.uk/dataset/lfb-financial-and-performance-reporting-2020-21>

2019/20

<https://data.london.gov.uk/dataset/lfb-financial-and-performance-reporting-2019-20>

2018/19

<https://data.london.gov.uk/dataset/lfb-financial-and-performance-reporting-2018-19>

2017/18

<https://data.london.gov.uk/dataset/financial-position-reporting>

- *How many firefighters are you aiming to recruit in your F&RS in the next 3 years (2022, 2023, 2024)*
- *Please provide any details of positive action initiatives your F&RS may currently have in place. Has your F&RS made any commitment to recruiting certain numbers from ethnic minority communities in the next 3 years (2022, 2023, 2024)?*
- *What firefighter recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable. What staff recruitment processes have the F&RS scheduled for 2022? Please provide dates if applicable.*
- *How many new firefighter recruits is your F&RS aiming to recruit in 2022?*

The information requested for the four points above is in the proposal for the recommencement of Trainee Firefighter recruitment. This document is published on the LFB website in [Our Decisions](#) page and can be accessed here: <https://www.london-fire.gov.uk/media/6183/20211222-lfc-0552y-recommence-firefighter-recruitment-frb-final-final.pdf>

In addition, information on becoming a firefighter is published on our website and can be accessed via the following link: <https://www.london-fire.gov.uk/careers/become-a-firefighter/>. Current jobs are advertised here: <https://jobs.london-fire.gov.uk/alljobs/>

- *What firefighter promotion processes are scheduled for 2022 (of all ranks)?*

Promotion processes are planned for the following ranks:

Deputy Assistant Commissioner  
Group Commander and Station Commander  
Station Officer  
Sub Officer  
Leading Firefighter

- *How many individuals are the F&RS expecting to apply to each promotion scheme in 2022?*

We are unable to answer questions under the FOI act (as no data would be held as yet for this request). However, details of the number of promotion applicants received in 2021 are published online on the 'HR Statistical Abstract' which can be accessed via the following link: <https://data.london.gov.uk/dataset/hr-statistical-abstract>. We intend to publish this data for each year going forward so the information for 2022 will be available to you in the future.

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](#).