




LONDON FIRE BRIGADE

Report Title:	
Extension of contract for Interim Director of Communications	
Report to:	Date:
London Fire Commissioner	10 March 2022
Report author:	Name: Kate Bonham Job Title: Assistant Director, People Services
Report classification	
For Decision	
The subject matter for this report deals with the following LFB strategic priorities:	
The best people and the best place to work	
Report number – [LFC-0685]	
For Publication	
PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DECISION-MAKER	

<p>I agree the recommended decision below.</p>  <p>Andy Roe London Fire Commissioner</p> <p style="text-align: right;">This decision was signed Date remotely on the 16 March 2022</p>
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Executive Summary

In September 2021, the LFC approved the appointment of Lorraine Homer as Interim Director of Communications (LFC-0600). An extension of six months is proposed for the interim contract to enable changes at an executive level to be staggered, and whilst recruitment for a permanent director takes place.

Recommended decision

That the London Fire Commissioner extends the contract for Lorraine Homer, Interim Director of Communications for a period of six months.

1 Introduction and Background

- 1.1 On 21 September 2021, the LFC approved the appointment of Lorraine Homer as Interim Director of Communications. Details regarding the recruitment process can be found in Decision LFC-0600.
- 1.2 The LFB has undergone a number of changes in executive leadership over the last 12 months, including the departure of the Director of Corporate services and recruitment of interim and permanent replacements. An extension is proposed to the contract for the interim Director of Communications for a further six months, whilst recruitment for a permanent Director takes place. This enables changes at executive level to be staggered, supporting business continuity over the next six months.
- 1.3. The recruitment has begun and hence the LFB does not envisage any requirement for a further extension.
- 1.4 Lorraine has been working four days per week and will continue to do so, however cost is based on 5 days a week to enable flexibility to change the arrangement to full time if required. More detail is set out in section 4 under 'financial comments'.

2. Equality comments

- 2.1 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.
- 2.2 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.
- 2.3 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.

- 2.4 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.
- 2.5 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.
- 2.6 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.
- 2.7 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.
- 2.8 As set out in LFC-0600, 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.
- 2.9 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.

3. Other Considerations

Workforce comments

- 3.1 The respective Representative Bodies have been consulted on the proposals for a permanent director of communications, and the extension of the current interim.

Sustainability comments

- 3.2 There are none.

Procurement comments

3.3 There are none.

4 Financial comments

4.1 The costs of the interim are to be met from the Communications Department budget, using the residual balance on the budget for the Assistant Director, Communications, with any excess to be funded from the additional growth for this post included in the final 2022/23 Budget Report.

5. Legal comments

5.1 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.

5.2 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.

Part 2 Confidentiality: Only the facts or advice considered to be exempt from disclosure under the FOI Act should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form – NO

<p>ORIGINATING OFFICER DECLARATION:</p> <p>Drafting officer Kate Bonham has drafted this report and confirms the following:</p> <p>Assistant Director/Head of Service Kate Bonham has reviewed the documentation and is satisfied for it to be referred to Board for consideration.</p> <p>Advice The Finance and Legal teams have commented on this proposal;</p> <p>Hameera Darr, Legal Advisor, on behalf of General Counsel (Head of Law and Monitoring Officer)</p>	<p>Drafting officer to confirm the following (ü)</p>
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David O'Sullivan, Financial Advisor, on behalf of the Chief Finance Officer	
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