




LONDON FIRE BRIGADE

Report Title:	
Appointment of Interim Director of Communications	
Report to:	Date:
London Fire Commissioner	16 th June 2022
Report author:	Name: Tim Powell Job Title: Director for People
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-0718] – COMPLETED BY GOVERNANCE TEAM	
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>Date This document was signed remotely on 21 June 2022</p>

Executive Summary

In March 2022, the LFC approved the extension to the appointment of Lorraine Homer as Interim Director of Communications (LFC-0600). An extension of six months was proposed for the interim contract to enable changes at an executive level to be staggered, and whilst recruitment for a

permanent director takes place. The final interviews for the permanent director are scheduled for the start of August 2022 following the executive search being undertaken by Odgers. However, Lorraine has decided not to remain with the Brigade beyond the 30th June. Therefore, there is a requirement for a further interim appointment to be made prior to the permanent Director starting.

Recommended decision

That the London Fire Commissioner approves the appointment of Helen Coleman as the Interim Director of Communications for a period of up to six months or when the permanent director is in post, whichever is the sooner, and the expenditure of up to [REDACTED]

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. An extension to Lorraine's contract was agreed in March 2022 whilst the recruitment for a permanent Director takes place. This recruitment is expected to conclude in August 2022.
- 1.2 Due to unforeseen reasons Lorraine is unable to fulfil the full term of her appointment and has exercised her right to end her interim contract before it's end date in line with the contractual terms agreed with the LFC. As a consequence, recruitment to this post via agency began in May 2022 with Gatenby Sanderson utilised to identify candidates. The Local Government Resourcing Partnership (LGRP) Framework was used to source applicants for this senior appointment, but the successful candidate will be engaged by the LFC via its interim labour supplier, Reed.
- 1.3. Three candidates were interviewed by a panel consisting of the Director for People, the Interim Director for Communications, and the Deputy Director for Communications. The panel recommendation is that Helen Coleman is appointed as the Interim Director for Communications at a rate of [REDACTED] a day plus the standard 18% fee payable to Gatenby Sanderson for a period not exceeding 6 months at a total cost of up to [REDACTED].
- 1.4 It is proposed that Helen Coleman commences employment with the LFC with effect from the 27th June 2022 to allow a suitable handover with the current incumbent, Lorraine Homer.

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 This report recommends the appointment of an Interim Director of Communications for a period of six months at a revenue cost of up to ██████████ in 2022/23. The costs of the interim are to be met from the Communications Department budget, using the residual balance on the budget for the Director of Communications, with any excess to be funded from vacancies identified within the FRS staff budget in 2022/23. There were 182 vacancies within FRS staff as at the end of May 2022.

5. Legal comments

5.1 Under section 9 of the Policing and Crime Act 2017, the LFC 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 LFC specific or general directions as to the manner in which the holder of that office is to exercise his or her functions.

5.2 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.

5.3 Section 112 of the Local Government Act 1972 (the "LGA 1972") states that the Commissioner "shall appoint such officers as they think necessary for the proper discharge by the authority of such of their or another authority's functions as fall to be discharged by them...". Section 112 further states that, "An officer appointed... shall hold office on such reasonable terms and conditions, including conditions as to remuneration, as the authority appointing him think fit."

5.4 Under the Commissioner's Scheme of Governance, the Commissioner has reserved to himself authority in regard to the "Appointment of a member of staff to Director and Heads of Service posts." The Commissioner may also approve "A commitment to expenditure (capital or revenue) and business or commercial arrangements with a value of £150k and above".

5.5 The recommendations in this report therefore falls within the powers of the Commissioner to determine.

5.6

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

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