

Freedom of Information request reference number: 6714.1

Date of response: 19/08/2022

Request:

1. *How many complaints have been made by female members of staff about other staff members across the whole of LFB in the calendar years 2020, 2021 and from 1 January to 1 July 2022 which relate to:*
 - (a) *Sexism?*
 - (b) *Sexual Harassment?*
 - (c) *Racism?*
2. *Please provide ten examples in each year of the words and phrases used which were:*
 - (a) *Racist*
 - (b) *Sexist*

Response:

The LFB do not hold this information in an easily accessible format.

We do not have specific categories of *sexism*, *sexual harassment* or *racism* recorded within the LFB disciplinary system; however, we can break down cases into certain categories for reporting purposes. Categories on the disciplinary system include:

Assault, etc.
Breach Auth Pol/Proc
Breach of CoPUC
Breach of H&S regs
Bring Auth. Disreput
Criminal Charge/Conv
Damage Auth Equip
F Drug/Alc Test/Proc
Fail Notify Crim.
Fail/refuse LMI
Financial irregular.
Fraud
Harassment, etc.
Inap. Behaviour
Lateness
Misuse Auth Facil's
Negligence

As you will see, we have a category for '*Assault, etc*' and '*Harassment, etc*' but these are not broken down further into sub-categories.

The categories are chosen by the individual HR Adviser dealing with the case. It is possible that allegations of *sexism*, *sexual harassment* and *racism* could be recorded under 'Inappropriate Behaviour', 'Assault,

etc', Harassment, etc' or one of several of the other categories, depending on the nature of the complaint. The only way to confirm this would be to check each individual record and review the allegations.

The outcome of all discipline (conduct or performance) cases are published online via the London Datastore. This information can be accessed via the following link to the LFB HR Statistical Abstract: <https://data.london.gov.uk/dataset/hr-statistical-abstract?q=hr>

Every case in the discipline and grievance categories would need to be reviewed to gather the specific information you have requested. Due to the way our systems are set up and the data is held, our People Services Department consider this would be a lengthy exercise, likely to take at least some time to complete. For each case, the detail we need to respond to your request would be held in individual record files. You will see from the HR Statistical Abstract published online, that from 1 January 2020 to date, there were 258 disciplinary/grievance cases recorded. As such we would have to manually review these 113 discipline and 145 grievance records (258 records in total) as we do not hold the information you asked for in a searchable database.

The only way to identify each case where *sexism*, *sexual harassment* and *racism* was the subject of the discipline/grievance would exceed the relevant time limit set out under the FOIA. This 'fees limit' is calculated by taking the cost limit appropriate to the Brigade (i.e. £450) divided by the standard rate at which a local authority (including the Brigade) can charge for this work (£25 an hour). This equates to 18 hours.

Using an average of 10 minutes for each discipline/grievance record (258 cases), it will take 43 hours (10 minutes times 258 discipline/grievance cases, divided by 60 minutes equals 43 hours) to review all of the relevant records. I therefore confirm that the cost of providing the information you have requested for this part of your request is in the cost range of £1,075 which is greater than the "appropriate limit" of £450 as defined in the FOIA fee regulations. By setting this out in full, this now serves as a formal 'refusal notice' based on Section 12 of the Freedom of Information Act. If the cost exceeds the appropriate limit to comply with a request, a public authority is not obliged to comply with it.

If you are able to further refine this part of your request, please get in touch. However, please bear in mind, of course, that little of the data you are seeking is held in a structured way (e.g. in a single database) so a manual search of relevant records is likely to be required.

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: <https://www.london-fire.gov.uk/about-us/transparency/request-information-from-us/>