

2021-22 Sustainable Development Annual Report

Report to:

Date:

Performance, Risk and Assurance Board	13/07/2022
Commissioner's Board	03/08/2022
Deputy Mayor's Fire and Resilience Board.....	22/09/2022

Report by:
Jennifer Porter- Head of Sustainable Development

Report classification:
For decision

For publication

I agree the recommended decision below.



Andy Roe
London Fire Commissioner

Date **This decision was remotely signed on 06 October 2022**

Executive Summary

This report presents the Sustainable Development Annual Report, covering the fiscal year 2021-22 for publication. This report:

- summarises the performance of the London Fire Brigade on sustainable development related indicators and key initiatives to drive improvement in that performance;
- outlines progress against the Brigade's Sustainable Development Strategy 2016-2022;

Proposed decision – the London Fire Commissioner

That the London Fire Commissioner:

1. Notes the content of this report, the performance against targets, and the progress in delivery of the Sustainable Development Strategy 2016-22 (FEP 2580)
2. The Sustainable Development Annual Report for 2021-22 as set out in Appendix 1, is approved for publication on the London Fire Brigade website.

1 Introduction and Background

- 1.1 The Sustainable Development Annual Report for 2021-22 as set out in Appendix 1 is structured around the five strands of the LFC's sustainable development framework as set out in the 2016-22 Sustainable Development (SD) strategy (FEP2580) and the 10 objectives of that strategy. The Sustainable Development Strategy was extended to March 2022, an interim Strategy is in draft, with details on what the next Strategy will address in paragraph 2.4
- 1.2 The Sustainable Development Annual Report in Appendix 1 reports and describes performance and provides highlights of the year's activities aimed at improving performance against environmental and sustainability metrics and covers new and key initiatives rather than listing business as usual actions and related activities.
- 1.3 Corporate indicators included in the report provide a summary overview of performance in line with LFC's SD strategy that are found in the publicly available 'LFB Performance' reports. Additional indicators that provide a broader view of relevant performance are those adopted from the Mayor's London Environment Strategy (LES) and the Greater London Authority (GLA) Group Responsible Procurement (RP) policy indicators.
- 1.4 Core indicators of note:
 - 1.4.1 Table 1 demonstrates total LFC CO₂ emissions have reduced by a further 3 per cent from the previous year to 59.4 per cent CO₂ reduction from 1990, against a target of 60 per cent reduction by 2025.

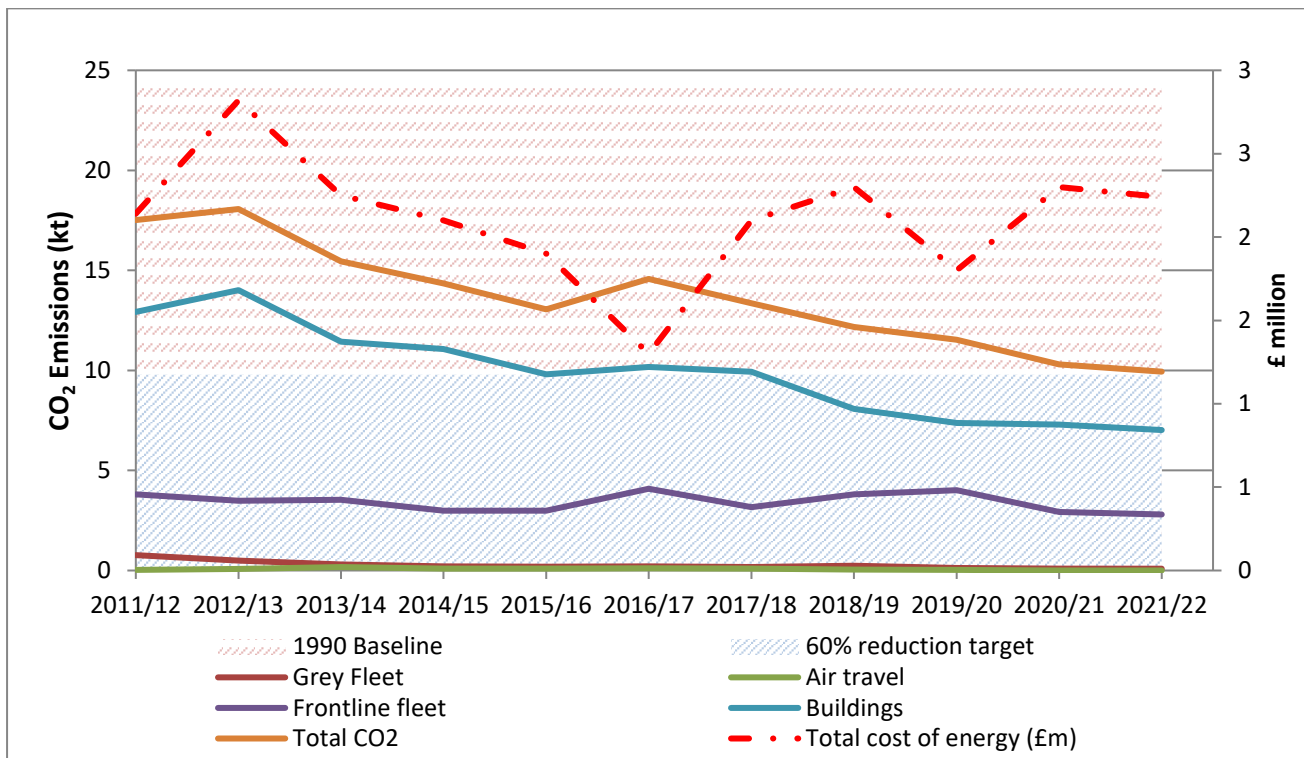


Table 1 LFC carbon emissions 2011/12- 2021/22

- 1.4.2 Onsite renewable energy generation has improved to 10.9 per cent. An increased focus on maintenance of existing systems resulted in considerable improvement. CO₂ emissions from buildings were down by 3.7 per cent reduction compared to the previous year.
- 1.4.3 LFC have achieved its target of an average Display Energy Certificate (DEC) rating of a C across all sites, with an average of 75.5 percent of sites with a rating of C or above.
- 1.4.4 Emissions from fleet vehicles were down by 4.18 per cent compared to the previous year. The reduction in frontline fleet emissions aligns with the decreased fuel consumption thought to be due to the decrease in HFSVs and training activity.
- 1.4.5 There have been further reductions for grey fleet mileage of 3.4 per cent as the practice of remote working and virtual meetings is expected to continue, this improvement is likely to be lasting.
- 1.4.6 Air travel increased compared to last year, however the previous reduction was due to restricted movement due to COVID-19. The downward trend of air travel use over the last 5 years continues. Domestic travel continues to reduce, which is the most likely area that would readily be replaced by virtual meetings.
- 1.4.7 The recycling rate dropped to 62per cent down from 65per cent, in response to this LFC is working with the waste and recycling contractor Bywater's, to run a pilot scheme increasing recycling collections and decreasing general waste collections at 9 stations across the Brigade, this has increased their recycling by 13per cent and LFC plans to roll this across all stations, in addition to increased training and visits to stations in 22/23. The LFC continues to send zero waste to landfill.
- 1.4.8 London Living Wage (LLW) does not have target, but rather a minimum policy compliance as set out in contract terms and conditions with suppliers. All suppliers are meeting the LLW requirements, with 122 suppliers staff benefitting from the LLW.
- 1.4.9 There is no target for apprenticeship starts, with a minimum requirement as set out in contract terms and conditions as is the case with the LLW, based on recruitment intake. Apprenticeships starts within LFC were 32, 6 of these apprenticeships were through contracts with an additional 42 job starts through contracts.

- 1.5 Several performance indicators that align to the LES are monitored by the GLA's LES delivery team, covering carbon and waste reduction as noted at paragraph 4, and air quality. Air quality is one of the Mayor's priorities.
- 1.5.1 All vehicles based within the central ULEZ zone are compliant. Of all the vehicles LFC are responsible for, over 90 per cent are currently ULEZ compliant; this includes all front-line pumping appliances. The majority of LFC cars are zero emission capable which means they are compliant with the 2030 zero emissions capable deadline.
- 1.5.2 13 per cent of all fleet are zero emission capable, this is an increase from the previous year. The target for all fleet to be zero emission capable is 2030, and 2025 for light vehicles.
- 1.6 Additional indicators not already identified earlier in this report that are reported to the GLA Group Collaborative Procurement Board as part of performance on Responsible Procurement monitoring are:
- 1.6.1 Prompt payment of Small to Medium Enterprises (SMEs) direct suppliers: 93.6 per cent the GLA Group target is 90 per cent.
- 1.6.2 Total number of SME suppliers is 87, representing 39.4 per cent suppliers which are SMEs
- 1.6.3 Key supplier Modern Slavery Act (2015) compliance all key suppliers are required to produce statements and are monitored annually, three of which meet all the Home Office criteria.
- 1.6.4 Social Value evaluation criteria now asks key suppliers to demonstrate how their practices align to the four pillars of the Mayor's Good Work Standard, with accreditation to the Standard offering evidence. LFC started using the Social Value Portal, using the National Themes, Outcomes and Measures (TOMs) framework to help maximise the social value added within contracts.

2 Objectives and Expected Outcomes

Sustainable Development Strategy 2016- 2022

- 2.1 The Brigade's Sustainable Development Strategy covering 2016-22 brings together the identification of emerging issues with existing strategies and activities across the Brigade that support the wider sustainability agenda, under one strategic approach. Following approval of the extension of the Strategy to March 2022 it incorporates actions set out under the Responsible Procurement Implementation Plan, the Ultra Low Emission Fleet Plan, the Carbon Reduction Strategy, and the Single Environment Plan.
- 2.2 The strategy had 47 actions; one remaining outstanding action was as follows:
- The action to incorporate Responsible Procurement into the LFC's Contracts Management Database is with the Enterprise application delivery team. Due to the restructure of the Procurement Department a more comprehensive review of the contracts database is now taking place. The plan to include the contract actions within this and as a result the responsible procurement actions. This will not be completed until after quarter two 2022/23. Due to recent resourcing pressures in the Procurement Department the database updates have not been a priority. Procurement have now appointed a Head of Procurement Assurance who will lead of the future development of this database. This will be a priority for 2022/23.

Single Environment Plan

- 2.3 The Single Environment Plan (LFC 0217 July 2019) has 13 Actions, and 39 Tasks, of which 23 tasks have been completed, 13 are on target, and the remainder are not due to start yet. Completed tasks include:
- Developing and completing the first Carbon Literacy course for senior leaders and
 - Walthamstow Fire Station became the LFC's first carbon net zero fire station due to the installation of an Air Source Heat Pump.

Next Sustainable Development Strategy

2.4 The current Sustainable Development Strategy was extended to 2022 (LFC 0046, LFC 0408) to align to the Community Risk Management Plan timeframe and the new GLA Carbon Net Zero by 2030 target. The Strategy will address:

London Mayors Green New Deal

2.4.1 The green new deal which aims to help London to recover from COVID19 by creating new jobs and skills for Londoners. It will ensure London becomes a zero-carbon, zero pollution city by 2030 and a zero-waste city by 2050. Ambition of carbon neutral by 2030;

- Option to extend the vehicle scrappage scheme to emergency service workers;
- Roll out of further public chargepoints on GLA group land;
- Developing green jobs and skills;
- Trade union recognition agreements encouraged through GLA Group procurement;
- Development of GLA group land to support housing; and
- Reducing the gender pay gap in the GLA.

London Anchor Institutions Charter

2.4.2 The London Fire Commissioner is a signatory to the London Anchor Institutions Charter, which commits to undertaking work to meet the five objectives of the London Recovery Board, which are:

- To reverse the pattern of rising unemployment and lost economic growth caused by the economic scarring of COVID-19
- Narrow social, economic and health inequalities
- Help young people to flourish with access to support and opportunities
- Support London's communities, including those most impacted by the virus
- Accelerate delivery of a cleaner, greener London

New Policies/Plans

2.4.3 The Mayor of London has committed to London to be a net zero carbon city by 2030 highlighting the urgency and the importance of the Greater London Authority (GLA) group leading by example. The LFC has committed to:

- Embed carbon zero principles throughout LFB with particular focus on net zero, waste management and behavioural change by aligning carbon net zero with the key delivery functions. This includes developing the Property and Fleet lead net zero carbon estate strategy and a net zero fleet strategy and allocating responsibility across Property/TSS and Sustainability;
- Support for the roll out of further public charge point infrastructure on GLA Group estate (The LFC actively supported this work previously with 3 public rapid chargers installed at fire stations, following a comprehensive review of all potential premises. Opportunities for further public charging infrastructure may be limited);
- Procuring clean (renewable) bulk purchase energy contracts (this forms part of the GLA Group energy procurement collaboration work that the LFC is supporting and forms part of the approach outlined in the Carbon Reduction Strategy LFC 0256); and
- Developing green jobs and skills (Expected to be delivered through new procurement activity covering key contracts where green skills are relevant, most likely construction and fleet related).

2.5 The GLA Group Collaborative Procurement Board will consider for approval the updated Responsible Procurement Implementation Plan (RPIP) for 2022-2024 in Q2 2022.

Staff Travel Survey

2.6 Travel related actions are addressed under the Single Environment Action Plan, with performance monitored via travel survey results. The next travel survey, was delayed until summer of 2022 due to COVID-19 to ensure the data would be representative of 'normal' travel arrangements by staff for commuting or business travel, thereby providing comparable performance data to previous surveys.

Equality comments

- 3.1 The LFC and the Deputy Mayor for Fire and Resilience are required to have due regard to the Public Sector Equality Duty (section 149 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.
- 3.2 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.
- 3.3 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.
- 3.4 The Public Sector Equality Duty requires decision-takers in the exercise of all their functions, to have due regard to the need to:
- eliminate discrimination, harassment and victimisation and other prohibited conduct
 - advance equality of opportunity between people who share a relevant protected characteristic and persons who do not share it
 - foster good relations between people who share a relevant protected characteristic and persons who do not share it.
- 3.5 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 to the need to:
- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic where those disadvantages are connected to that characteristic
 - 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
 - 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.
- 3.6 The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include steps to take account of disabled persons' disabilities.
- 3.7 Having due regard for 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, the need to:
- tackle prejudice
 - promote understanding.
- 3.8 An Equality Impact Assessment (EIA) was undertaken on 20/06/2022 in consideration of the extension of the proposal to reserve contracts for procurement strategies that support SMEs. The impact assessment identified the proposal would have a positive impact for equalities.

Other Considerations

Workforce comments

- 4.1 This report provides a performance update only, therefore staff side consultation has not been carried out.

Sustainability comments

- 4.2 This report provides an update on progress on the LFC's Sustainable Development Strategy and related indicators, targets and identifies future expectations on performance and new targets proposed.

Procurement comments

- 4.3 This report proposes that the procurement strategy of future contracts are considered for their potential to support delivery of the GLA Group Small Business action plan, the Anchor Institutions Charter and COVID-19 Recovery, with proposals put forward for procurement strategies that supports these over collaboration as appropriate.
5. Financial comments
- 5.1 This report presents the Sustainable Development Annual Report, covering the financial year 2021-22. The report notes that the Mayor of London has committed to making London a net zero carbon city by 2030 and also sets out the LFC's commitments. The financial impact of these will be considered and set out as part of the budget process for future years, including in the 2023/24 Budget Submission to the Mayor in November 2022.
6. Legal comments
- 6.1 The report presents the London Fire Brigades annual performance against a number of indicators set out in the Sustainable Development Strategy 2016-2022 ('the Strategy'), ahead of the publication of this year's Annual Report 2021/2022, at Appendix 1, in line with the Brigades Publication Scheme.
- 6.2 The Strategy ensures sustainability runs throughout a number of the Brigades activities and is a commitment to continuous improvement. The report also confirms many of the objectives are consistent with social, economic and environmental targets set out in other policies and strategies, including and not limited to the GLA Group Responsible Procurement Policy and the Mayor's London Environment Strategy.
- 6.3 The recommendations are within the London Fire Commissioner's general powers. Section 5A of the Fire and Rescue Services Act 2004 ('the Act') enables the London Fire Commissioner to do anything it considers appropriate for the purpose of carrying out of any of its functions, or anything it considers appropriate for purposes incidental to its functional purpose. Measuring improvements in sustainability also ensures that the London Fire Brigade will exercise its functions efficiently and effectively.

List of appendices

Appendix	Title	Open or confidential*
1	Sustainable Development Annual Report 2021/22	Open

Part two confidentiality

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

Is there a Part Two form: No



Sustainable Development

Annual Report 2021/22



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Introduction by the London Fire Commissioner



This year's report reflects the ongoing good progress the Brigade has made over many years on the Sustainability agenda. Regardless, there is still improvement to be made in areas such as carbon, air quality and inclusion. Through the Brigade's work with the Anchor Institutions Charter we will be looking at how we can do more for Londoners and setting this out in our Community Risk Management Plan, and our next Sustainable Development Strategy.

We are close to meeting our original carbon reduction target of 60% reduction from 1990 levels. This will be three years sooner than the target date of 2025.

Walthamstow Fire Station has become our first carbon net zero fire station following the installation of an Air Source Heat Pump.

However, we know the challenge is getting tougher as the impact on our service continues to grow, and the Mayors Net Zero Carbon by 2030 target gets closer. We developed and ran our first Carbon Literacy course for senior leaders, which discussed and explored how climate change is affecting the Brigade, both now and in future, and the actions we can take as a Brigade to minimise our impact on the environment.

Air quality is a key challenge for London, affecting the health of us all, with transport a major source of emissions. To address this, we are working to replace our fleet with cleaner vehicles, and all vehicles based within the central Ultra Low Emission Zone (ULEZ) are now compliant.

Our primary focus is to protect and serve Londoners, and this also means improving the sustainability of our communities. I am proud to say that last year we provided ongoing support internationally, with members of the LFB International Search and Rescue team deployed to Greece to help tackle the country's major wildfires in August and this year our assistance in delivering PPE and vehicles to Ukraine.

A handwritten signature in black ink, appearing to read 'Andy Roe'. The signature is stylized and fluid.

Andy Roe
London Fire Commissioner

1 Introduction

The London Fire Brigade (LFB) is run by the London Fire Commissioner. LFB is one of the largest firefighting and rescue organisations in the world, employing over 5,000 people. LFB have continued to serve the people of London through initiatives such as the launch of the Home Fire Safety Checker (HFSC), an innovative online tool to help people identify fire hazards at home and allows people to receive tailored advice based on their building and guides Londoners around the rooms of their home to help them identify any risks and hazards. The LFB have also served other countries around the world, including deploying members of the LFB International Search and Rescue team to Greece to help tackle the country's major wildfires in August 2021 and providing ongoing support for Ukraine, including driving appliances with Personal Protective Equipment (PPE) and equipment for Fire Aid.

Policies and Plans

The LFB has an established Sustainability Programme and produce an annual Sustainable Development report to set out our achievements and help define our goals for the year ahead, including associated audits and questionnaires. This is complemented by our commitment to our [Sustainable Development Strategy 2016-20](#) (SD) sets out how we intend to deliver on that principle and lead the way on sustainable development within the UK fire and rescue service and has been extended to March 2022.

The LFB's Single Environment Plan aligns with the Mayor's London Environment Strategy which sets out the key actions to deliver through to 2050. The single environment plan outlines objectives addressing the key issues affecting London, including, air quality, green infrastructure, climate change mitigation and energy, waste and adapting to climate change.

The LFB's core sustainability policy covers sustainable development; environmental, social, and economic pillars; and Responsible Procurement, covering social, economic and environmental issues, including ethical sourcing and fair employment. LFB also have an overarching environment policy, along with procedures covering the specific areas of energy conservation, waste management, pollution prevention and gardens.

Key Achievements for 2021/22

- CO2 reduction is down 59.3 per cent from 1990, on track to meet our reduction of 60 per cent by 2025.
- We developed and ran our first Carbon Literacy course for senior leaders
- Walthamstow Fire Station became our first carbon net zero fire station due to the installation of an Air Source Heat Pump
- Our latest intake of trainee firefighters exceed target for ethnically diverse and women trainees
- All vehicles based within the central Ultra Low Emission Zone (ULEZ) are compliant.
- Two new electric vehicle smart chargers installed at Sawyer Street carpark; these can prioritise which vehicle to charge based on remaining battery charge.

Our Performance

This report highlights LFB's performance against the objectives of our Sustainable Development Strategy and our sustainable development framework. More detailed performance data on Inclusion, Fire Safety, and Health Safety and Wellbeing, including previous years at both borough and ward level are available through the [London Data Store](#).

Our sustainability performance is summarised by 10 indicators on page six of the report. We are on target for five of the eight core indicators that have targets.

The figures provided in the performance summary chart and the body of this report for sickness, safety and fires are annual performance compared to our five-year direction of travel (▼,▲, ►) which we consider to be more appropriate measures to show trends in performance; the remainder are annual trends.

PERFORMANCE AT A GLANCE



HOME FIRE SAFETY VISITS

35,171

Up from 17,323

FIRES ATTENDED

15,318

Down from 16,965

RECYCLING*

62.0%

Down from 64.8%

JOBS CREATED THROUGH CONTRACTS

42

Up from 10

CO₂ REDUCTION*

59.39%

Up from 57.9%



APPRENTICESHIP STARTS

237

11 through our contracts

SME SPEND*

23.9%

Down from 30.7%

RIDDOR¹ EVENTS*

57

Up from 48

WOMEN Trainee firefighters

37.0%

Up from 22.8%

BLACK, ASIAN AND MINORITY ETHNIC GROUPS Trainee firefighters

47.0%

Up from 33.3%

SHIFTS/DAYS SICKNESS LOST* Operational staff

8.2%

Up from 5.3%

KEY

Prevention, protection and response

Climate change and environment

Economic value

Health, Safety and Wellbeing

Equalities and inclusion

Comparison figures throughout this report are annual comparisons, other than fire related, which are on a five year trend unless otherwise indicated.

¹ Reporting of Injuries, Diseases and Dangerous Occurrences Regulations.

* Corporate indicators.

2 Prevention, Protection, Response

Our Objectives

1. Improve the safety and security of Londoners through our prevention and protection activities

**10 year average*

5 year average

Our Performance

- * Time spent on community safety work by station staff: 7.4% ▲
- * Home Fire Safety Visits (HFSVs): 35,171 ▲
- ✓ All fires attended: 15,318 ▼
- ✓ All fire deaths*: 46 ▲
- ✓ Injuries from fire#: 814 ▼

Fires can result in considerable social, financial and environmental impact, and the effectiveness of our prevention, protection and response activity plays a significant role in protecting the people of London. Home Fire Safety Visits (HFSV) and the fitting of smoke alarms save lives and reduces the number of fires and their devastating impact.

HFSVs have increased significantly on last year, this is owing to the easing of Covid-19 related restrictions, meaning our crews have been able to do more community visits. In addition to the home visits the LFB carried out, telephone HFSVs, providing key advice over the phone and online Home Fire Safety Checks using the Home Fire Safety Checker, launched in May 2021.

Key Initiatives

- Four members of the LFB International Search and Rescue team were deployed to Greece to help tackle the country's major wildfires in August. The team managed to successfully clear the roads to villages and help protect property and livelihoods
- The LFB launched an online home fire safety visit 'app'. The app can assess an individual's risk from fire and provide them with advice tailored specifically to their situation
- The Education Team celebrated their 20th anniversary. Over the past 20 years they have delivered fire safety messages to two million children and young people
- Education Officers expanded their core delivery of Prevention, Detection & Escape to include Arson, Road and Water Safety, educating over 49 thousand children this year through virtual and in person sessions
- Juvenile Firesetters Intervention Scheme (JFIS) received 94 new referrals. During 21/22. 130 children/young people received one to one tailored intervention from a Firesetters Intervention Scheme (FIS) caseworker. In total 630 sessions were completed by caseworkers

The Brigade supporting Ukraine

During 2021/22 the LFB has provided ongoing support for Ukraine. Three drivers from Beckenham and Edmonton Fire Stations, together with representatives from other UK fire and rescue services drove six fire appliances, around 2,000 sets of PPE and a lorry to Ukraine in November 2021 for Fire Aid. In March 2022 a convoy of 22 vehicles driven by firefighters and Fire AID volunteers, including three firefighters from the LFB delivered donated PPE to Ukraine. Tooting's Green Watch supported their local Polish Community Centre by transporting essential donated supplies to collection points across London for onward transportation to Ukraine.



Our Objectives

2. Protect and promote the health, safety and wellbeing of our staff

Our Performance

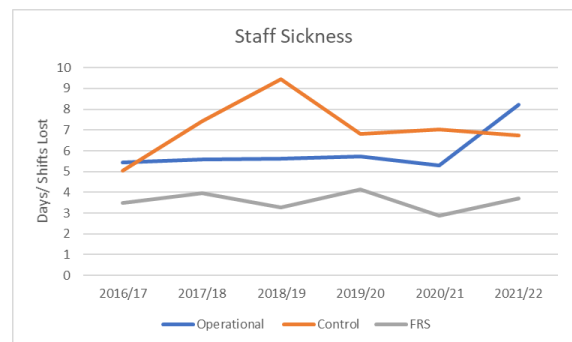
- ✓ RIDDOR events: 57 ▲
- ✓ Vehicle Events: 421 ▲

Our staff are placed in stressful situations that pose risks to their physical and mental health. Health, safety and wellbeing are very important for LFB to maintain a productive workforce that can provide a quality service. To ensure this the Wellbeing team have created an new Wellbeing Strategy.

- The most common reason for absence across LFB for operational staff is musculoskeletal (physical) issues, and for FRS and Control staff it is stress anxiety and depression (psychological)
- Over the period from November 2021 to January 2022 the LFB was under immense pressure due to unprecedented levels of staff absence related to Covid-19 and normal winter illness, this is reflected in the increase in staff sickness in the graph below.

Key Initiatives

- 55170 days were lost to absence in the LFB, 47600 for operational staff, 1341 for control staff and 6229 for FRS staff. This has been increasing consistently for the last 5 years
- The Wellbeing Team launched new Wellbeing Strategy, aimed at ensuring all staff know what support is available
- The Wellbeing Team ran a series of webinars and practical sessions to help staff better understand and support their physical, psychological and workplace wellbeing
- The Covid-19 pandemic has highlighted the extra pressure that both parents and carers have faced while juggling their working roles and caring responsibilities. In response, a new Parents and Carers Network to assist people with accessing support



Prioritising Mental Health and Wellbeing – Walk and Talk 999

Dean Corney, a fire fighter from Beckenham White Watch was awarded a People Award for his work in setting up a weekly men's mental health walking group for firefighters, the group now has about 40 members and additional 'walk and talk' groups have been set up in Richmond Park and Hampstead Heath. Dean's efforts have been recognised by the Mayor of London who noted how the group had inspired others across the country to set up walking groups, providing a space for people to discuss the untold challenges of working in an emergency service.



4 Equalities and Inclusion

Our Objectives

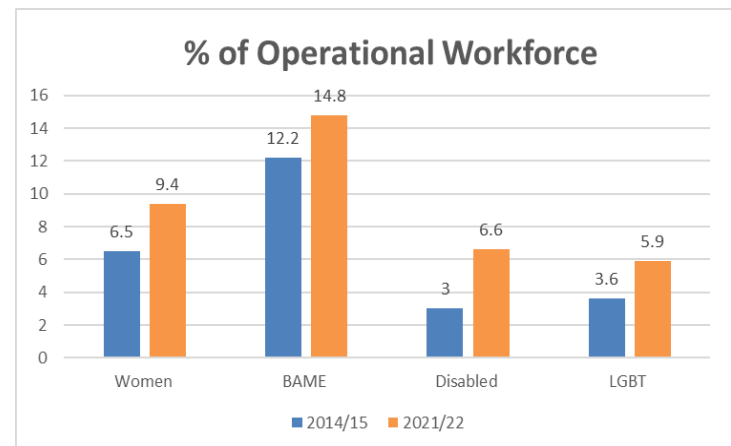
3. Developing a diverse and inclusive workforce, supported by a diverse and inclusive supply chain, serving diverse communities

London is one of the most diverse cities in the world and we want our workforce as well as our suppliers to reflect this, with staff and suppliers coming from all backgrounds, regardless of race, gender, disability, sexual orientation, faith or religion and age. We are committed to an active Inclusion, Diversity and Equal Opportunities Policy, which starts with our recruitment and selection process.

The gender (37.5 per cent) and ethnic diversity (47 per cent) of trainee firefighter intake exceeded target, alongside increases in the diversity of our operational workforce across all groups monitored. This growth is reflective of the significant engagement work carried out to attract under-represented groups before the recruitment freeze in 2021.

Our Performance

- ✓ SME Invoices paid in 10 days: 93.7% ▼
- ✗ Spend with SMEs (direct & indirect): 24.3% ▼



Key Initiatives

- The outreach team hosted the Women in Blue Lights event with our partners in the Metropolitan Police Service and London Ambulance Service to celebrate women in service
- The Cultural Change team created Culture Cards-used for prompting important discussions in team meetings and various training sessions. They are also included in the LFB leadership development programmes
- The LFB's first 'Life of a Firefighter Day' gave students from Kingston College's Public Services course the opportunity to get a real insight into how our crews operate within their normal daily routine.
- The LFB LGBT+ Network hosted a lunch and learn session on The International Day Against Homophobia, Transphobia and Biphobia, with the purpose of raising awareness of the discrimination and violence faced by LGBT+ people across the world
- We started using the Social Value Portal, using the National Themes, Outcomes and Measures (TOMs) framework to help maximise the social value added within contracts

Brigade teams up with fashion designer to celebrate LGBTQ+ community

In a fashion week collaboration, designer Patrick McDowell and photographer Lou Jasmine worked with staff from across the LFB to capture a series of one-off shots staged at Euston Fire Station, showcasing Patrick's new collection in a celebration of the LGBTQ+ firefighting community. The aim of the exhibition was to inspire people in the LGBTQ+ community, who may previously have thought that they would not be welcome in a fire brigade, to think again.



5 Climate change and environment

Our Objectives

4. Reduce our CO₂ emissions by 60 per cent from 1990 levels by 2025
5. Ensure that we have the capacity to respond to the challenges posed by climate change
6. Protect the environment from harm through emergency response and delivery of our service

Our Performance

- ✓ CO₂ Reduction 59.3% ▲
- Onsite Renewable energy 10% ▲
- Water Consumption 81,7000m³ ▼
- Recycling rate 62% ▼
- ✓ Zero Emission Capable Fleet 13% ▲

Climate change affects the number and scale of weather-related incidents that the LFB attends, and such events can vary considerably from year to year. Flooding incidents were down on the previous year to 709, however, heavy rainfall in July 2021 caused flooding across London and meant we experienced two of our busiest days on record. Grass fires decreased 38 per cent compared to 2020/21, with firefighters attending 2657 incidents across London. The significant reduction reflects grass fire figures being high in 2020/21 as people were burning garden waste and rubbish at home during the first lockdown, the weather was good and indoor activities were restricted. Additionally, the Met Office stated the 'South East England the summer was wetter and duller than average' in 2021, this may have contributed to lower figures.

The LFB is on track to achieve our previous Carbon reduction target of 60% reduction from 1990 levels by 2050. The Mayor announced an accelerated target of Net Zero Carbon by 2030. Based on our continual analysis of our carbon consumption, focus is on reducing our carbon emissions from Buildings and Fleet.

Key Initiatives

- The Sustainable Development Team delivered carbon training to senior leaders in the LFB helping to increase awareness about how the LFB can reduce its impact on climate change
- In anticipation of the Zero Emission Pumping Appliance (ZEPA1) trial at Hammersmith fire Station later this year, rapid charging has been installed by The LFC Property Department
- We installed our first Air Source Heat Pump at Walthamstow Fire Station, the station is no longer reliant on gas for heating and has 48.3kWp Solar PV, making it our first carbon net zero station
- The LED lighting project continues to improve the energy efficiency of stations, with 14 stations having their lights replaced
- The LFB's van routes have been reviewed and changed saving over 15,000 miles per year meaning a saving in cost, time and environmental impact for the LFB

Environmental Management System (EMS)

Degree of control scores have decreased slightly compared to last year. All but one station achieved a score of three or above with one station improved from good to excellent. Minor findings related to a lack of DECs, incorrect separation and management of waste and recycling, and DERV spills.

		Degree of Control	Stations*	Depts.*
High	5	Excellent	1	2
	4	Good	7	1
	3	Minimum Acceptable	5	0
	2	Poor	1	0
Low	1	Unacceptable	0	0

Further environment and climate data is detailed in [Appendix A](#)

EMS Certificate No. 611954



6 Economic Value

Our Objectives

7. Support skills and employment for Londoners through the provision of apprenticeship opportunities
8. Support businesses in understanding the economic impact and risks of fire and encourage businesses to undertake contingency planning
9. Continually improve the social value obtained from the public money we spend

Our Performance

- **32 LFB apprenticeships**
- **6 apprenticeships through contracts**
- **42 job starts through contracts**
- **122 Contractor's staff paid the London Living Wage**

Economic value encompasses more than just balancing budgets, it's about ensuring that LFB obtain best value for the public funds we spend in providing our service to the public. This means striving to provide more for Londoners through the things we buy and who we buy them from, ensuring that our staff and our contractors' staff are treated fairly, ethically and are afforded opportunities to prosper, in particular supporting the more vulnerable members of our community. It also means supporting the businesses we engage with through Fire Safety to improvement their approach to risk management to help them prosper for longer. The forecast revenue outturn position at the end of March 2022 is for an underspend of £3,872k, which is (0.9%) of the net revenue budget

Key Initiatives

- We continue to require all our contractors to pay their staff working on our premises the London Living Wage or higher, meeting the Living Wage Employer terms as a Living Wage Employer.
- We Launched our Modern Slavery Assessment Tool campaign for our suppliers. This tool enables our suppliers to identify modern slavery risk and reduce the risk of exploitation of workers in their supply chains
- Monitoring supply chain compliance with the Modern Slavery Act (2015) shows all key suppliers are compliant; three of them have statements that meet all Home Office good practice criteria
- A fair employment event was promoted to LFB key suppliers with one committing to signing up to the Mayors Good work standard.
- The Fire Fighters Charity donations again exceeded previous years, with a £63.7k contribution from EAKO as a result of sales of their products made from our redundant fire hose, and £14.2k from LMB resulting from 75 tonnes of clothing donated through textile recycling bins outside fire stations.



7 Ensuring that sustainability runs through all our activities

Our Objectives

- 10. Support our staff to ensure that sustainability runs through all our activities

Our Performance

- A level projects completing SDIAs: 90% ▲
- Policies completing SDIAs: 98% ▼
- Staff completed Environment Matters training :150 with 1092 in total

This 100 per cent of high-risk policies have a Sustainable Development Impact Assessment (SDIA) completed. The SDIA process provides assurance that LFB is meeting its legal obligations and complying with LFB and Mayoral targets, policies and strategies to reduce environmental impact and deliver more sustainable outcomes. This forms part of the controls of our certified EMS. The levels of SDIA compliance have decreased for projects by two per cent; this reflects the fact that several projects are in the planning phase and are currently in the process of completing SDIAs. Additionally, all LFB reports have been reviewed for environmental and sustainability considerations.

Key Initiatives

- 25 Operational, Control and FRS members of staff collected 15 bags of waste at our annual beach clean at Gabriel's Wharf in Southwark
- We visited Braidwood Forest to monitor progress of the trees to celebrate the Brigade's 150th anniversary in 2016. Trees are doing well, and wildlife is flourishing
- A pilot scheme increasing recycling collections and decreasing general waste collections at 9 stations across the LFB has increased their recycling by 13%
- The London Gardens Society saw Old Kent Road, Richmond and Control win gold medals in the Society's inter-emergency services garden competition
- There was an increase in stations growing their own produce in the entries to Brigade in Bloom, with Park Royal winning Best Large Garden. This year we also added a House Plant category so that staff who don't have a garden could join in the competition



Carbon Literacy Project



Carbon training for senior leaders

The sustainable development team worked with the Carbon Literacy Project to develop carbon training for senior leaders within the LFB. The three modules focused on climate science, how climate change is affecting the LFB, both now and in future, and the actions we can take as a LFB to minimise our impact on the environment. As part of the course, Professor Chris Rapley from University College London gave a presentation on climate change. His presentation sparked a very interesting discussion and was highly informative for everyone who attended the event.

Appendix A: Environmental Data Summary

Buildings Resource Use Data	2017/18	2018/19	2019/20	2020/21	2021/22
Actual cost of energy (£m)	2.1	2.3	1.8	2.3	2.24
Total energy consumption (GWh)	38.0	36.8	35.7 ⁱ	36.8	34.7
Total floor area (m ²)	177,363	177,363	143,852 ⁱⁱ	168,732	168,732
Total energy intensity (kWh/m ²)	214.2	217.4	248.2	218.1	205.7
Electricity (GWh)	12.2	13.3	11.8	11.0	11.24
Gas (GWh)	25.8	23.5	23.9	25.9	23.47
Water Consumption (m ³)	127,995	99,967	165,872 ⁱⁱⁱ	99,261	95,882
CO ₂ (t)	9,927	8,083	7,359	7,291	7,024
Onsite renewable energy %	8.2	7.3	8.6	10.3	10.9
Onsite renewable energy kWp	757.1	847.7	847.7	924.7	1,116.0
CO ₂ reduction from buildings from 1990 % ^{iv}	-45.6	-55.0	-59.1	-59.6	-61.1
Building Energy Ratings % sites	2017/18	2018/19	2019/20	2020/21	2021/22
A	0.92	0.91	0.96	0.93	0.91
B	14.68	8.18	11.54	14.81	10.91
C	55.05	55.45	53.85	62.96	63.64
D	22.94	25.45	25.00	15.74	18.18
E	4.59	6.36	6.73	1.85	2.73
F	0.92	0.91	1.92	1.85	0.91
G	0.92	1.82	0.00	0.93	1.82
Not rated	0.00	0.91	0.00	0.93	0.91
Fleet Data	2017/18	2018/19	2019/20	2020/21	2021/22
Total No. LFB vehicles	433	433	463	433	424
Diesel fuel frontline fleet (Mlitres)	1,165	1,448	1249.2	1128.5	1096
Petrol fuel frontline fleet (Mlitres)	10.5	25.7	23.0	20.16	18.3
% non road vehicles	1.9	1.8	2.2	2	2
% Pre-Euro to Euro II ^v	0.9	0.9	0.9	0	0
% Euro III	49.6	39.9	25.7	18	13
% Euro IV	9.5	8.2	6.7	5	3
% Euro V	9.7	8.2	3.2	2	3
% Euro VI	15.2	28.4	47.1	60	67
% Zero Emission Capable	13.2	13.4	14.3	12	13
Frontline fleet CO ₂ Emissions (t)	3,162 ^{vi}	3,804 ^{vi}	4,006 ^{vi}	2,923	2,800
CO ₂ reduction from Fleet from 1990 %	-41.22	-29.29	-25.53	-45.68	-47.95
Grey fleet miles	602,704	813,721	450,694	376,994	364,278
Grey fleet CO ₂ emissions (t)	175.3	234.5	126.5	100.7	97.53
Air Travel	2017/18	2018/19	2019/20	2020/21	2021/22
Miles Travelled	501,898	288,403	167,541	5,304 ^{vii}	184,420
CO ₂ from Air Travel (t)	94	53.5	45.8 ^{viii}	0.9	22.28
Total CO ₂	2017/18	2018/19	2019/20	2020/21	2021/22
Total CO ₂ (t) ^{ix}	13,359	12,175	11,412	10,303	9,944

Total CO ₂ reduction from 1990 %	-45.4	-50.3	-52.9	-57.9	-59.4
Waste & Recycling	2017/18	2018/19	2019/20	2020/21	2021/22
Mixed recycling (t)	408.5	326.6	298.9	275	242
Food waste recycled (t)	95.5	230.9	268.4	260	233
Waste to energy (t)	414.2	342	270.0	291	295
Waste to landfill (t) ^x	0	0	0	0	0
Batteries recycled (t)	0.97	1.9	0 ^{xi}	0	1.68
Textiles recycled (t)	1.62	2.7	1.28	7.5	TBC
Mobile phones recycled (volume)	0	0	0	0	0
Toner cartridges (volume)	0	0	2277 ^{xii}	455	0.7
Hose recycled (t)	6.0	2.7	5.0	3	1.7
Fire Fighter Charity Donations (£k)	4.1 ^{xiii}	26.9	51.9	76.3	63.7
Recycling rate (%) ^{xiv}	54.9	62.4	67.8	65.0	62
Total Waste produced (tonnes) ^{xv}	926.8	899.4	837.3	828	770
Environmental Incidents	2017/18	2018/19	2019/20	2020/21	2021/22
Suspected Hazmat incidents	5659	5750	5395	4345	4200
Weather related flooding	573	837	990	897	780
HMEPO incident attendance	402	469	507	686	1992
Grass fires	3284	4290	3098 ^{xvi}	4262	2657
Significant Spills at our premises	0	0	1	1	0
Near misses recorded at our premises ^{xvii}	1	0	1	0	0
Compliments and Complaints^{xviii}	2017/18	2018/19	2019/20	2020/21	2021/22
Corporate Compliments	0	0	0	0	0
Corporate Complaints	0	0	1	0	0

ⁱ Approximately one third of the gas consumption data from Barnet fire station is missing for January and February 2020.

ⁱⁱ Floor space decreased due to the sales of the former sites of Southwark Training Centre in 2018 and the old Mitcham fire station in 2019/20

ⁱⁱⁱ Meter readings have been carried out by the current supplier to adjust previous years estimates provided by the previous supplier, whom read meters biannually. Water usage may have increased due to COVID-19 with additional cleaning and washing.

^{iv} CO₂ emissions are reported as absolute figures, when weather has a significant impact, weather corrected figures are also reported.

^v Figures are based on engine standard on registration only and do not reflect any modifications.

^{vi} Corrected to include electric vehicle charging emissions in 2017/18, 2018/19, 2019/20

^{vii} Review and correction of 20/21 car scheme miles and Co2

^{viii} Reduction in air miles travelled is primarily as a result of further travel reductions by the NFCC team, who work on behalf of the UK Fire and Rescue Service.

^{ix} We report direct and indirect emissions from our buildings, fleet and air travel in line with the Greenhouse Gas Protocol (GGP) and the Mayor's London Environment Strategy.

^x Waste and recycling for our Control centre was managed under a separate contract to our other sites prior to 2017/18.

^{xi} Battery collection unable to occur due to COVID-19.

^{xii} Used toner cartridges were stored for recycling due to low volumes prior to 2019/20.

^{xiii} EAKO undertook business investment to provide a more sustainable long term footing including additional employees, reducing profits and therefore donations in 2017/18 for hose recycling.

^{xiv} Our recycling rate refers to tonnes recycled through our waste and recycling contract, excluding hazardous waste and skips. Our contractor operated a dirty Material Recovery Facility from late 2018/19, which improved performance, it was cut in 2020/21 following the impacts of COVID-19 on their business.

^{xv} Total waste produced includes all materials disposed of through our waste and recycling contract.

^{xvi} 19/20 previously recorded as 2264, this was due to the incorrect data set being used

^{xvii} A near miss recorded on our premises is were a minor spill occurred and was contained

^{xviii} Specific to the environment theme.

