

Freedom of Information request reference number: 6857.1

Date of response: 10/10/2022

Request:

Please can you provide the following information:

1. *The number of roles in your association (full-time employees), that are mainly or exclusively focused on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) "EDI officers" or "diversity and inclusion project managers" but would not include general HR managers.*
2. *Either the pay band of each of these roles or the combined total salaries for these roles. (whichever measure is more in accordance with your data preferences).*
3. *In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).*
4. *The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.*
5. *In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion (duration of conference multiplied by the number of staff in attendance).*
6. *The costs of attending these conferences.*
7. *Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.*

Response:

Please see the answers to each question in turn below:

1. *The number of roles in your association (full-time employees), that are mainly or exclusively focused on issues of equality, diversity, or inclusivity. For example, this could include (amongst other guises) "EDI officers" or "diversity and inclusion project managers" but would not include general HR managers.*

LFB have six full-time employee (FTE) equivalent roles which are mainly or exclusively focused on issues of equality, diversity or inclusivity. LFB employs 5,645 staff (correct on 22/09/2022) so this figure represents 0.1% of all staff.

2. Either the pay band of each of these roles or the combined total salaries for these roles (whichever measure is more in accordance with your data preferences).

These roles are split as follows:

| Pay band | Number of FTEs |
|----------|----------------|
| G | 1 |
| F | 2 |
| E | 1 |
| D | 1 |
| C | 1 |

3. In the past 12 months the number of staff days across your organisation which have been committed to attending equality training programmes, whether internally run or with external consultants (staff days = duration of the training programme multiplied by the number of staff in attendance for the course).

1457.5 staff days committed in the last 12 months.

Please note the following:

- The time period used for the last 12 months runs from 17/09/2021 to 16/09/2022.
- For the purposes of calculation 1 day = 7 hours.
- Where training was via an online training package, the time of 1 hour has been allocated.
- Where training was less than one day, it has been calculated as a percentage of 1 day (7 hours).
- Only delegates who have completed the training are included in the calculation of staff days. Delegates showing as 'In progress', 'Did not complete', 'No show' or 'Withdrawn' have been excluded for the purposes of this calculation.

4. The contractual cost of any consultants hired, in the past twelve months, to provide any external training or advice on issues of diversity, equality, or inclusivity.

Paideia Training & Consultancy – 'Lunch and Learns'; Coaching and training of senior leaders; Equality, Diversity and Inclusion (EDI) Recruitment Assessment panel.

Cost: approx. £16,000.

Now Here Consultancy – 'Lunch and Learns'.

Cost: approx. £5,000.

Aston Campbell Consultancy – EDI Meta-Analysis and Inclusive Leadership Position Paper.

Cost: £10,000

EDI Recruitment Assessors - Station Commanders

Cost: approx. £4,000

5. *In the past twelve months, the number of staff days committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion (duration of conference multiplied by the number of staff in attendance).*

For external training over the last year a total of 334 days were committed to attending conferences relating mainly or exclusively to matters of Equality, Diversity and Inclusion.

6. *The costs of attending these conferences.*

The total cost for attending these conferences in 2021/22 was £29,770.

7. *Membership costs the organisation pays for participation in equality charters such as the Stonewall Equality Champions, or Diversity and Inclusion Workplace champions.*

Stonewall - £3,000 membership fee paid.

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/>